AGREEMENT

BETWEEN

GRATIOT-ISABELLA REGIONAL EDUCATION SERVICE DISTRICT

AND

GRATIOT-ISABELLA RESD PROFESSIONAL ASSOCIATION, MEA/NEA

July 1, 2025 – June 30, 2028

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AGREEMENT

This Agreement is entered into between the Gratiot-Isabella RESD Professional Education Association, MEA/NEA, hereinafter called the "Association" and the Gratiot-Isabella Regional Education Service District, hereinafter called the "Board", “RESD” or “District”.

PREAMBLE

The Board and the Association have a statutory obligation pursuant to the Public Employment Relations Act to bargain with respect to hours, wages, terms and conditions of employment, and it is agreed as follows:

ARTICLE I - RECOGNITION

A. The Board hereby recognizes the Association as the exclusive bargaining representative for all full-time and regular part-time Michigan State Board of Education certificated special education teachers, Department of Education approved teacher consultants, school social workers and school psychologists, occupational therapists, physical therapists, recreational therapists, behavioral therapists, and speech and language pathologists employed by the District.

   Excluded from the bargaining unit are all other employees.

B. The term teacher or employees when used herein shall refer to all employees represented by the Association in the bargaining unit as above defined. Furthermore, all references to teachers of one gender shall also refer to teachers of the other gender.

   The term itinerant staff when used herein shall refer to those employees represented by the Association in the bargaining unit whose employment is not regulated by the Tenure Act (i.e. social workers, psychologists, etc.).

ARTICLE II - BOARD RIGHTS

A. It is agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly relinquished herein by the Board, shall continue to vest in and be exercised by the Board without prior negotiations with the Association. The Board, as in the past, will continue to have such rights which will include by way of illustration and not by way of limitation, the right to:

   1. Establish policies, manage, and control the RESD, its facilities, equipment and its operations and to direct its working forces and affairs.

   2. Continue its policies and practices of assignment and direction of its personnel, to determine the number of personnel and scheduling of all the personnel.

   3. Hire itinerant employees and, subject to the provisions of the law, to determine their qualifications and the conditions of their continued employment or their dismissal or demotions and to promote or transfer the workforce and lay off itinerant employees.

Itinerant employees shall be evaluated annually in writing during their first two years and at least once every three years thereafter.

4. Determine the services, supplies and equipment necessary to continue its operations and to determine all methods and means of distributing, disseminating and/or selling its services, methods, schedules and standards of operation, the means, methods and processes of carrying on the work, including automation or contracting or changes therein, the institution of new and/or improved methods or changes therein.

5. Adopt reasonable rules and regulations.

6. Determine the qualifications of itinerant employees and if necessary, include physical and mental health examinations by mutually agreed to medical personnel, the cost thereof to be borne by the Board.

7. Determine the number and location or relocation of its facilities.

8. Determine the placement of operations and the source of materials and supplies.

9. Determine the financial policies, including all accounting procedures.

10. Determine the size of the administrative organization, its functions, authority, and amount of supervision and structure of organization.

The foregoing is not to be interpreted as abridging or conflicting with any specific provision of this Agreement.

ARTICLE III - ASSOCIATION RIGHTS

A. The Association has the privilege of using Board owned or leased facilities at reasonable hours for meetings. Written request for such use shall be submitted in advance to the Superintendent or his designee for his approval. When such use results in additional cost to the Board, such cost will be billed to the Association.

B. Duly authorized representatives of the Association will be permitted to transact official business on Board owned or leased property before and/or after the normal working day provided that this shall not interfere with or interrupt normal school operations. Upon arrival, such representatives of the Association shall notify the administration of their presence in the building.

C. The Association has the privilege of using Board owned equipment at reasonable times, upon approval of the Superintendent or his designee. The Association shall be billed for the cost of all materials, supplies and repairs directly attributable to such use.

D. The Board shall make available to the Association all public information.

E. The Association may post notices of activities and matters of Association concern on bulletin board space designated by the Superintendent or his designee.

F. The Association may use teacher mailboxes and email for communications.

G. The Board will provide a report to the Association by July 1st which includes the teacher's name, current hire date, years of service, degree, and step on salary schedule.

H. Association members acting as representatives of the Association on official Association business will be released from teaching duties, providing that the total number of days per year shall not exceed four (4). One member may use multiple days and/or multiple members may be gone on the same day. Members utilizing Association leave days shall not have deductions from paid leave time. It shall be the duty of the Association President to request approval of the Association leave days from the Superintendent at least ten (10) days prior to the absence. The absence will be entered into WillSub only after the Superintendent approves the absence. The Association shall reimburse the district for any substitute costs related to Association leave days.

ARTICLE IV - WORKING HOURS, ASSIGNMENTS AND CASELOADS

A. The normal workday for classroom teachers shall be coterminous if the district building to which they are assigned has regular K-12 students. The normal workday for all other staff shall be seven (7) hours. The normal duties for employees may include, but is not limited to: student direct instruction, student personal care services, preparation time, travel time, IEPC meetings, student staffing, parent teacher conferencing, diagnostic evaluations, report writing and assisting students upon arrival and departure. Other administrative assignments such as Medicaid billing, student logging, supporting educational programs, scheduling REEDS/METS/IEPS and collaborating with staff shall also be considered normal duties. IEPs will be scheduled during the work day when possible.

Teachers in the classroom programs where feeding lunch is a part of the instructional program will be allowed to eat lunch during the workday.

At least thirty (30) minutes of the workday shall be without direct classroom responsibility with students. Since many classroom teachers are not getting this planning time on a consistent basis, full-time school year teachers will receive a $2,000 stipend per year and full-time full year teachers will receive a $2,250 stipend per year. This stipend will be paid over the normal 24 pay periods.

Classroom teachers will be given planning/prep time in the form of twelve (12) half days per year with students dismissed early on those days. Administration will inform the Association if these half days are needed to provide professional development.

Classroom teachers may be granted one (1) school business day per semester or trimester (depending on the schedule of the local in which the program is operated) subject to the supervisor's approval. Full-year classroom teachers may work one (1) additional day per year for which they will be compensated at their normal hourly rate for up to seven (7) hours. A time sheet must be submitted for this additional time worked. The teacher is responsible for coordinating these days with their direct supervisor for approval.

The normal day for itinerant staff shall consist of seven (7) hours not including lunchtime.

Itinerant personnel's approved schedules will normally include at least twenty (20) minutes but not more than fifty (50) minutes of lunchtime during the day.

Itinerant personnel's schedule will include up to five (5) normal work days per month that are "indirect" days where the itinerant staff member can schedule meetings, write IEPs, and complete other assigned duties without direct student intervention.

B. Teachers shall be required to attend all meetings called by the Administration. These meetings shall be limited to an average of two (2) per month and an average of one (1) hour in length.

C. When classes are canceled due to inclement weather or any Act of God or other condition set forth in Section 101(4) of the State Aid Act such as fires, epidemics, loss of power, etc., classroom teachers and itinerant staff impacted by the closure shall not report for work and shall be paid. Any time beyond six (6) days for school year employees or eight (8) days for full year employees (or equivalent number of hours) will be made up without additional salary costs to the District. The specific make up dates, if any, will be established by the District in collaboration with the Association.

D. The Board and Association are both committed to maintaining manageable caseloads and workloads in the best interest of supporting students.

It is understood that schedule may be different for individual employees. Employees should attend to normal duties referenced above, to a large extent, within the normal workday. Scheduling of meetings and other functions before and/or after the normal working day shall be kept to a minimum and shall require advanced notification to the employee.

The Board agrees that if the caseload for itinerant staff or class size for teachers exceed the maximum recommendations put into effect by the State Department of Education (Michigan Administrative Rules for Special Education – Part 3: Administration of Programs and Services MARSE Rules 340.1732 – 340.1758) and MDE approved waivers (Section 380-1281(3) of the Michigan Revised School Code Act 451 of 1976), administration and staff will meet to bring the caseload or class size within said limits. The Administration shall provide notice to the Association upon application of any new waiver.

When itinerant staff and teachers regular schedule exceeds the normal workday due to additional administrative assigned duties and attempts by the administration and the employee to adjust their work schedule have been unsuccessful, that teacher will be compensated for the additional time in accordance with Article XV Compensation, Section I.

ARTICLE V - TEACHER PROTECTION

A. The Board agrees to support its teachers in taking all reasonable actions in maintaining proper classroom order.

B. The Board will reimburse teachers for any damage or destruction of necessary clothing or necessary personal property of the teachers, provided, the employee exercises reasonable caution, complies with RESD procedures and policies and uses any personal insurance coverage available first. Watches and nonprescription sunglasses will be limited to $100 and $35 respectively. For the purpose of this section necessary shall be defined as that which is directly related and essential to the performance of the employee's duties. Employees are

required to immediately file an incident report regarding such damage or destruction. Requests for reimbursement must be submitted within ten (10) days of the incident.

C. Time lost for court or administrative agency appearances whether or not ordered by a subpoena in an employment related legal action (not to include actions brought by the Association or any employee represented by the Association), shall not reduce salary or be charged against the teacher's leave time. Any compensation received for such appearances shall be returned to the Board.

D. The Board agrees that the cost of testing and inoculation related to Hepatitis B, including those beyond the initial tests and inoculation, will be covered by the RESD.

E. Any case of assault by a student or parent/guardian upon a bargaining unit employee shall be promptly reported to a supervisor. The RESD will promptly render all reasonable assistance to the teacher, when possible, to prevent injury.

F. All bargaining unit employees will be treated fairly and equitably, regardless of gender, sex, race ethnicity, sexual orientation, or religious beliefs.

ARTICLE VI - EVALUATIONS

A. The negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:
   1. Specific performance goals identified by the teacher to improve their effectiveness in the upcoming school year.
   2. An evaluation of the teacher’s job performance with timely and constructive feedback.
   3. Clear approaches to measuring student growth and relevant data on student growth.
   4. Multiple rating categories that consider student growth and assessment data or student learning objective metrics that have been negotiated with the Association.
   5. The use of student growth and assessment data or student learning objective metrics as 20% (or greater if required by law) of the year-end evaluation determination.
      a. The student growth and assessment data or student learning objectives shall consist of measurable, long-term academic goals set for all students that utilize data as determined annually by the grade level/department level teachers. Teachers shall use student annual goals and objectives as measured by a progress report issued at the conclusion of the annual IEP or student learning objectives written by the teacher in consultation with their supervisor.
      b. The teacher, in collaboration with their supervisor, shall be allowed to eliminate data attributable to students who have excessive absences, are partial year transfers into/out of the teacher’s classroom, or have other anomalous circumstances that warrant eliminating that data. Any data eliminated for student growth must be approved by the teacher’s evaluating supervisor.
      c. That data used in this section must be attributable to the actual teaching responsibilities of the individual teacher.
   6. A negotiated year-end evaluation form that utilizes other objective criteria for 80% of year-end evaluation determination.

B. Process

1. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:
   a. The teacher shall be notified by September 30th of each year if a different administrator, other than their assigned supervisor, will be conducting their year-end evaluation. If an unforeseen circumstance arises after September 30th requiring a change in the evaluator, the teacher shall be notified within five days of the change.
   b. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation, a review of pupil engagement, and the state curriculum standard being used in the lesson.
   c. To ensure 1.b, the observation shall be no less than thirty (30) minutes.
   d. There shall be notice of each planned observation date given to the teacher at least two (2) school days before the observation. Upon such notice, the teacher will provide information relative to 1.b before the classroom observation occurs.
   e. Feedback on 1.b will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than thirty (30) calendar days after the observation occurred. At the post-observation meeting, the teacher will be provided with written feedback.
   f. There shall be at least two (2) classroom observations of a teacher in each school year the teacher is evaluated that are conducted at least sixty (60) days apart. The first observation shall occur no later than December 15th of each school year.
2. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support".
   a. The year-end evaluation determination and form shall be delivered at the meeting with the observing administrator and the teacher no later than April 30 of each year. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" per the year-end evaluation determination.
3. Teachers who work less than sixty (60) days in any school year, or who have accumulated Board-Approved leave of absence from work during the school year amounting to a total of thirty (30) days or more, or who have their evaluation results vacated through the grievance procedure, or are otherwise not evaluated due to extenuating circumstances the district deems applicable for exempting a teacher from the annual evaluation process as agreed upon by the Association, shall not be provided an evaluation for that year. Said teachers shall receive the same rating they received in the year prior for the current year if it was conducted by the district.
4. If a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter. If the subsequent year-end rating is not "effective" on an evaluation following the third year, the teacher shall be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years.
5. In addition to the above procedures (Sections B. 1-4), teachers with an IDP as a part of their evaluation (teachers who received "minimally effective", "ineffective" before July 1, 2024, or "needing support", or "developing" rating thereafter, and/or probationary

teachers) shall be provided the following:

a. Specific performance goals that will be used to assist in improving effectiveness for the next school year are developed in consultation with the teacher.
b. Training to be provided by the district to assist the teacher in meeting the goals of the IDP.
c. A mid-year progress report, supported with at least two (2) classroom observations conducted consistent with Section B.1 above and completed no later than February 28, that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any additional needed improvement that is aligned with the existing IDP.
d. A mentor teacher and teacher-consultant who is informed of the conditions and requirements of the IDP to assist the mentee in the described performance goals of the IDP.

6. All teachers shall have the right to submit a written response to their evaluation which will be included in their personnel file and attached to the year-end evaluation.
7. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:
   a. The teacher may request a review meeting of the evaluation and the rating to the district's superintendent. Such a request must be made in writing within thirty (30) calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.
   b. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.
      i. The request must be submitted in writing thirty (30) calendar days after the teacher receives the written response from the superintendent.
      ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and**/or** the association confirming the mediation will be scheduled as appropriate.

C. Training on evaluation system, tools, and reporting forms:
   1. Within the first two (2) weeks of each school year, the district shall provide, during contractually scheduled Professional Development time, training to all teachers on the evaluation system, reporting forms, and other important components of the year-end evaluation process and how each reporting form is used during the process.
   2. Each administrator who is assigned to evaluate teachers shall have demonstrated expertise in the systems and tools used by the district which shall include a "rater reliability" training every three (3) years as approved by MDE that minimally includes all of the following:
      a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance consistent with the evaluation system.

b. Clear expectations for what evaluators should look for when assessing teacher performance, including key behaviors and practices that are associated with effective teaching as included in the negotiated evaluation system and tools.
c. Training on the evaluation process itself, including how to conduct classroom observations, collect data and analyze results.
d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluator's evaluations.
e. Ongoing support for evaluators, including feedback from administrators and coaching to help the evaluators improve their skills and ensure they are consistently applying the evaluation criteria.

ARTICLE VII - REDUCTIONS IN PERSONNEL

Teachers on layoff shall be required to keep the administration informed of their current mailing address.

Itinerant staff who are laid off will be eligible for recall for a period of one calendar year from the effective date of layoff.

ARTICLE VIII - PAID LEAVES

A. Sick Leave

1. Teachers earn sick leave at the rate of twelve (12) days per year for school year teachers and fourteen (14) days per year for full year teachers. Sick days will be credited to the sick leave account of the teacher on the first day of the school year unless the teacher's first day of employment begins afterwards, in which case, the days credited will be prorated based upon the reduced number of workdays. Unused sick leave shall be accumulated to a maximum of eighty-five (85) days. If for any reason, a teacher does not complete his/her contract, sick days earned in the current year will be prorated based upon the reduced number of workdays. Adjustments will be made in the teacher's last pay to reimburse the District for any days used in excess of sick leave days earned.

2. Sick days are earned while the teacher is an active employee of the District including days when the employee is using paid leave.

3. A teacher may use all or any portion of his/her earned sick leave for personal illness, personal injury or physical disability.

4. A teacher who starts the year with 85 accumulated sick days will still get their yearly amount of twelve (12) or fourteen (14) days for school year or full year teachers respectively. Any days in excess of 85 remaining at the end of the fiscal year will be paid off at the rate of eighty (80) dollars per day.

5. The Board or designee may require a physician's certificate verifying a diagnosed illness or disability when said illness or disability has caused a teacher to be absent from his or

her teacher responsibility in excess of three consecutive days, or at any other time the Board or designee believes there has been an abuse of sick leave privileges.

6. A teacher may use up to twelve (12) or fourteen (14) accumulated sick leave days per year for illness in the immediate family for school year teachers or full year teachers respectively. Immediate family shall be defined as the teacher's spouse, partner, legal parent, step-parent, or child (including step-child). When there is a prolonged serious illness in a teacher's immediate family, the teacher may request, in writing, that the Board of Education grant up to the teacher's accumulated earned sick leave for the care of that family member.

7. The above sick leave provisions are subject to the requirements of Michigan's Earned Sick Time Leave Act (ESTA).

B. Personal Leave

Teachers are entitled to use two (2) day per year (three (3) days for 12-month teachers) for personal leave. Extended school year employees working at least fifty (50) hours shall accrue one (1) additional personal day. Personal leave may be used for any reason important to the teacher, subject to the restrictions below:

1. An employee shall request personal leave at least five (5) days in advance unless an emergency condition arises.

2. Employees may request an extension of a holiday, provided they have personal time available to redeem for those days, by completing the Conditional Leave Request form.

   Each employee may only receive this extension once every three years. Extensions are awarded on a first-come, first-serve basis as well as the consideration of the following criteria:

   a. A substitute is secured at least one month prior to the holiday/break.
   b. The request is limited to one (1) personal day.

   No more than one employee per classroom will be approved. Requests must be made two (2) months before the holiday or break.

3. Personal days are not cumulative. A teacher/professional who does not use their personal leave day(s) shall have any unused personal leave day(s) added to their accumulated sick leave.

4. It is understood that personal leave is not to be used for economic gain by self-employment or paid employment with any other agency.

C. Bereavement Leave

A teacher may use up to five (5) consecutive work days for the death of a spouse, partner, father, mother, grandparent, father-in-law, mother-in-law, children, grandchildren, brother, sister, brother-in-law, and sister-in-law. Additional time may be granted at the discretion of the Superintendent or their designee not subject to the grievance procedure.

In the event of the death of a teacher's relative or close friend not covered by the definition of immediate family in this section, the teacher may be granted the use of a personal leave day, as provided by Section B herein.

D. Jury Duty. Teachers shall be paid while serving on jury duty during the school day. If requested by the administration, teachers shall cooperate in seeking release from jury duty service. Teachers shall remit back to the school district all compensation received (less reimbursed expenses) for jury duty.

E. Professional Leave. Teachers requesting permission to attend a professional conference or convention shall submit a written request ten (10) working days prior to the convention or conference and shall secure written approval from the Superintendent or his designee.

F. Any case of assault upon a teacher shall be promptly reported to the Superintendent or designee. If the teacher is free of fault then he/she shall suffer no loss of pay for time lost in connection with said assault for up to seven (7) working days where the time off is associated with court or the investigation by the authorities.

G. Absence due to injury incurred in the course of the teacher's employment that is compensable under the Worker's Compensation Act shall not be charged against the teacher's sick leave days for the first seven (7) work days after which time the teacher will only receive the compensation afforded under the Act. Initial medical treatment must be performed at a District approved occupational health facility unless emergency medical treatment is required. The teacher must provide a doctor's verification that he/she is unable to perform work responsibilities. The unpaid leave will be considered as being subject to the duration limitations set forth in Article VIII and will commence on the eighth (8^{th}) work day.

Teachers absent due to an injury compensable under the Worker's Compensation Act will continue to receive health insurance premium payments under Article XVI – Fringe Benefits, Section A for a period not to exceed leave at six (6) months from the date of the injury.

H. Where applicable, paid time off will be counted for purposes of determining leave time available under the Family Medical and Leave Act (FMLA). Employees will be required to concurrently use paid leave time within the limits provided within this Agreement where the leave qualifies under the FMLA.

ARTICLE IX - UNPAID LEAVE

A. Leaves of absence of up to one (1) year may be granted for the following purposes:

1. Educational improvement through further training.
2. Child adoption or child care.
3. Illness/sick leave of employee or employee's family.

B. A teacher who is unable to work because of illness or disability and who has exhausted all sick leave accumulated, may be granted leave of absence without pay for the duration of such illness or disability up to one (1) year and the leave may be renewed each year upon written request by the employee.

C. Military leaves of absence shall be granted to any teacher(s) as required by law.

D. All leaves shall be limited to a maximum of one year, but may be renewed upon request. There will be no compensation; salary increments shall not accrue except where specifically required by law. Sick leave days shall not accrue but unused sick leave days already accrued at the start of the leave shall be reinstated upon return. The conditions under which a person may return from a leave shall be determined by the Board upon recommendation of the Superintendent prior to approval of the request for leave.

E. Teachers who are granted leaves of absence that qualify for FMLA of (12) weeks or less shall receive fringe benefits pursuant to Article XVI. Upon return from FMLA leave, an employee must be restored to the employee's original job, or to an equivalent job with equivalent pay, benefits, and other terms and conditions of employment.

F. A child care leave of absence without pay and credit on the salary schedule may be granted to full-year employees at the Board's sole discretion. Such leave may be taken only during the period between two (2) regular school years. Days that can be counted toward those provided under the Family Medical Leave Act will be counted as such. Upon return from FMLA leave, an employee must be restored to the employee's original job, or to an equivalent job with equivalent pay, benefits, and other terms and conditions of employment.

ARTICLE X - GRIEVANCE PROCEDURE

A. A grievance shall be defined as an alleged violation of the expressed terms and conditions of this Agreement.

B. The following matters shall not be the basis of any grievance filed under the procedure outlined in this article:

1. The discipline or termination of services of or failure to re-employ any probationary itinerant employee. The probationary period for itinerant employees will be five (5) years and will be extended in the event of unpaid leaves or periods of layoff.

2. Any matter involving itinerant employee evaluation;

3. Any matter for which there is recourse under State or Federal statutes; and

4 Areas in which the Tenure Act prescribes a procedure or authorizes a remedy

C. The term "days" as used herein shall mean days in which school is in session.

D. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant or grievants;

2. It shall be specific;

3. It shall contain a synopsis of the facts giving rise to the alleged violation;

4. It shall cite the section or subsections of this contract alleged to have been violated.

5. It shall contain the date of the alleged violation; and

6. It shall specify the relief requested.

Any written grievance not in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

E. Procedure:

1. Level One - A teacher alleging a violation of the express provisions of this contract shall within ten (10) days of its alleged occurrence (or the time the teacher had knowledge of the occurrence), orally discuss the grievance with the program administrator in an attempt to resolve same.

   If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing and proceed within seven (7) days of said discussion to Level Two.

2. Level Two - A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One with the endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or his/her designated agent shall arrange a meeting with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion the Superintendent or his/her designated agent shall render his/her decision in writing, transmitting a copy of the same to the grievant, the grievance officer of the Association, the program administrator of the program in which the grievance arose, and place a copy of same in a permanent file in his/her office.

3. Level Three - Individual teachers shall not have the right to process a grievance at Level Three.

   (a) If the Association is not satisfied with the disposition of the grievance at Level Two, it may, within ten (10) days after the Level Two decision is received, submit a demand to arbitrate to the American Arbitration Association, in writing, and request the appointment of an arbitrator to hear the grievance. If the parties cannot agree upon an arbitrator, he shall be selected in accordance with the rules of the American Arbitration Association.

   (b) Neither party may raise new facts at Level Three not previously raised or disclosed at other written levels. Each party shall submit to the other party not less than three (3) days prior to the hearing a pre-hearing statement alleging facts, grounds and defenses which will be proven at the hearing and hold a conference at that time, in an attempt to settle the grievance.

   (c) The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board and the Association. Subject to the right of the Board or the Association to judicial review, any lawful decision of the arbitrator shall be forthwith placed into effect.

(d) Powers of the arbitrator are subject to the following limitations:

(1) He/she shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.

(2) He/she shall have no power to establish salary scales.

(3) He/she shall have no power to decide any question which, under this agreement, is within the responsibility of the management to decide. In rendering decisions, an arbitrator shall give due regard to the responsibility of management and shall so construe the agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this agreement.

(4) He/she shall have no power to interpret state or federal law or regulation.

(5) He/she shall not hear any grievance previously barred from the scope of the grievance procedure.

(6) More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent and then only if they are of similar nature.

(7) Where no monetary loss has been caused by the action of the Board complained of, the Board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.

(8) Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based.

F. The fees and expenses of the arbitrator shall be shared equally.

G. Should a teacher fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a teacher fail to appeal a decision within the limits specified, all further proceedings on a previously instituted grievance shall be barred.

H. The Association shall have no right to initiate a grievance involving the right of a teacher or group of teachers without his/her or their express approval in writing thereon.

I. All preparation, filing, presentation or consideration of grievance shall be held at times other than when a teacher or a participating Association representative is to be at their assigned duty stations.

J. The time limits provided in this Article shall be strictly observed but may be extended by agreement of the parties.

K. Notwithstanding the expiration of this Agreement, any claim or grievance arising during its term may be processed through the grievance procedure until resolution.

L. A bargaining unit member who must testify in an arbitration hearing during the work day shall be excused with pay for that purpose. The cost of substitutes incurred under Section L will be paid by the Association.

ARTICLE XI - SEVERABILITY

If any provisions of the Agreement or any application of the Agreement to any teacher shall be found contrary to law, then such provision or application shall be deemed null and void, but all other provisions or applications shall continue in full force and effect; furthermore, the provisions of such law shall supersede, to the extent of the conflict, the provisions of this Agreement and govern the relation of the parties hereunder.

ARTICLE XII - WAIVER

A. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement and with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. Matters of common concern may be subject to negotiation during the period of this agreement upon the request and mutual agreement of both parties.

C. If any provision of this Agreement creates a condition where the District would be penalized under the State Aid Act or other legislation, the Superintendent and Association President or designee will immediately make the adjustments necessary to assure compliance. In the absence of a timely agreement to amend the provisions in question, the District reserves the right to temporarily implement the changes necessary to achieve compliance.

ARTICLE XIII - NEGOTIATION PROCEDURES

The parties agree to begin negotiations on a successor agreement not earlier than one hundred eighty (180) days prior to the expiration date.

ARTICLE XIV - CONTINUITY OF OPERATION

The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any teacher take part in any strike, slowdown or stoppage of work, boycott or other interruption of activities in the school system. Failure or refusal on the part of any teacher to comply with the provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

ARTICLE XV - TRANSFER OF PROGRAMS/SERVICES

A. The RESD will notify the Association as well as involved employees of any plan to transfer a program or service from the RESD to a local school district or from a local school district to the RESD.

B. If a special education program or service is to be transferred from the RESD to a local school district or from a local school district to the RESD, the RESD will arrange for a meeting of the district and the official representatives of the education association involved in the program/service transfer to discuss the implementation of that transfer. The parties will discuss application of applicable statutes (School Code and State Aid Act) as well as any problems not addressed by statute.

ARTICLE XVI - COMPENSATION

A. New teachers may be given credit on the salary schedule for years of certified experience in other school districts or may be advanced in the absence of prior experience at the District's option. The amount of credit given will be at the District's discretion and is not subject to the grievance procedure.

B. Mileage Reimbursement

1. Teachers using their own cars in performance of their duties shall be reimbursed for mileage at the per mile rate established by the I.R.S.

2. Teachers will be assigned an "operational base" by the Associate Superintendent for Special Services depending on their assigned service area.

   a. Mileage will not be paid for travel from the domicile of the teacher to the place of assignment in the morning nor from the place of assignment to the domicile in the evening. This travel will be referred to as "normal commuting distance".

   b. In cases where a teacher is required to report to a point within the RESD, other than his/her place of assignment, at the start or end of work day, mileage will be calculated as follows:

      (1) Mileage from the domicile to the point of first appointment will be reduced by the normal commuting distance.

      (2) Mileage from the point of the last appointment of the day to the domicile will be reduced by the normal commuting distance.

3. Teachers shall submit Travel Expense Reimbursement Voucher to their supervisor electronically in accordance with the payroll deadline schedule developed annually by the District.

C. Full year teachers (as defined in Appendix B) shall receive their pay in semi-monthly (twice per month) installments. School year teachers (as defined in Appendix B) may receive their pay in 20 or in 24 equal installments.

D. The full year program shall consist of two hundred seven (207) student days, one (1) staff work day, and five (5) professional development days, for a total of two hundred and thirteen (213) days.

Of these two hundred and thirteen (213) days, five (5) minutes shall be added to one hundred eighty two (182) school year students days and four (4) professional development days.

Each full year bargaining unit member shall receive one (1) hour of flex time each fiscal year to be used with the approval of their immediate supervisor.

E. The school year program shall consist of one hundred eighty (180) student days, one (1) staff workday, and five (5) professional development days for a total of one hundred eighty-six (186) days.

Teachers who accept additional duties beyond the regular school year will be paid from the appropriate salary schedule for the time worked effective July 1 each year.

F. Salary adjustments for obtaining an MA Degree or doctoral degree will occur on September 1 or February 1 unless restricted by law.

Evidence that the certificate, degree or hours have been completed must be submitted to the Superintendent by the teacher prior to the above dates. Evidence must be in the form of a state issued certificate, a transcript from the institution, or a written statement from the institution certifying that the certificate, degree or hours have been completed.

Step increases shall be awarded based on the number of days worked during the year as follows:

1. 0 to 79 days – no step increase
2. 80 to 160 days – ½ step increase
3. 161 to 234 days 1 step increase

G. The Board shall participate in the Michigan Public School Employees Retirement System (MPSERS) and shall comply with the requirements thereof.

H. Payroll deductions for annuity programs shall be made by contacting an authorized company listed in the employee handbook and executing a salary reduction agreement.

I. Teachers who accept additional duties beyond the normal work day will be paid at an hourly rate computed on the teacher's current salary.

J. Teachers will be paid longevity based upon years of service to the district as follows:

1.	Years 6 and 7	One thousand dollars ($1,000)
2.	Years 8 and 9	Two thousand dollars ($2,000)
3.	Years 10 and 11	Three thousand dollars ($3,000)
4.	Years 12+	Four thousand dollars ($4,000)

Longevity credit is received for any work as an RESD employee in any position. Employees not credited correctly will be adjusted and made whole retroactive up to a maximum of one year.

Years of service credit for longevity is not to be pro-rated for years assigned to part time employment.

K. Teachers who are eligible to retire under the Michigan Retirement Law, and do elect to retire shall be eligible for a lump-sum payment of accumulated sick leave up to a maximum of eighty-five (85) days subject to the following conditions:

1. The teacher must submit an irrevocable letter of retirement to be reviewed and approved by the Board of Education.

2. The rate at which the accumulated sick leave will be paid is as follows:

Total Accumulated Sick Leave	Amount to be Paid for all Accumulated Sick Leave
0 to 10 Days	No Pay
11 to 30 Days	$65 Per Day
31 to 50 Days	$70 Per Day
51 to 70 Days	$75 Per Day
71 to 85 Days	$80 Per Day

The lump-sum payment will be made in the form of a payment into a Special Pay Plan (Section 401a of the Internal Revenue Code).

L. The District reserves the right to assign a teacher or other person outside of the bargaining unit to be a mentor teacher pursuant the terms of Section 1526 or the School Code. If a teacher from within the bargaining unit is assigned, the teacher will be paid $450 per mentee per school year payable at the end of the year on the last pay in June. If such an assignment is offered and unless removed by the administration, it is expected that the teacher will remain with the assignment for the duration of the new teacher's probationary period.

M. The Board reserves the right from time to time to offer financial incentives to applicants for employment without prior notice to and/or negotiations with the Association. Incentives will require the completion of at least one year of service before payment is made. In exercising this right, no incentive plan provision will conflict with the existing terms of the master agreement. By way of illustration, which applicants qualify, what periods of time the incentive will apply to, the amount of the incentive, the schedule for payment and the means in which the incentive will be issued are determined by the Board and may be changed from time to time. This section is not subject to the grievance procedure.

N. The Board will reimburse a teacher, in good standing, the cost of their recertification or licensure up to $260 per year for any year in which the teacher hosts a student teacher provided that the placement was approved by their immediate supervisor. In good standing is defined as a member of the union that is current in the payment of their union dues as determined by the union.

ARTICLE XVII - FRINGE BENEFITS

A. The Board shall make available the following health care plan for teacher's eligible and electing such coverage.

Plan – Option 0000

In general, the plan will contain a $500/$1,000 annual in-network deductible; $1,000/$2,000 out of network annual deductible; $40 office visit co-pay; $150 emergency room co-pay; $40 urgent care co-pay; $40 chiropractic visit co-pay; 20% coinsurance; prescription drug co-pay of $10/$40/$80 with 90 day co-pay of 2X.

Plan – Option 0002

In general, the plan will contain a $1,650/$3,300 annual in-network deductible; $3,300/$6,600 out of network annual deductible (note – deductible is adjusted annually on this plan to comply with IRS code/regulations). After the deductible is met, the copays are as follows: $0 office visit co-pay, $0 emergency room co-pay, $0 urgent care co-pay, $0 chiropractic visit co-pay, and prescription drug co-pay of $10/$40/$80 with 90 day co-pay of 2X. There is 0% coinsurance for this plan.

Plan – Option 0003

In general, the plan will contain a $500/$1,000 annual in-network deductible; $1,000/$2,000 out of network annual deductible; $40 office visit co-pay; $150 emergency room co-pay; $40 urgent care co-pay; $40 chiropractic visit co-pay; 0% coinsurance; prescription drug co-pay of $10/$40/$80 with 90 day co-pay of 2X.

Plan – Option 0004

In general, the plan will contain a $500/$1,000 annual in-network deductible; $1,000/$2,000 out of network annual deductible; $20 office visit co-pay; $50 emergency room co-pay; $20 urgent care co-pay; $0 chiropractic visit co-pay; 0% coinsurance; prescription drug co-pay of $5/$25/$50 with 90 day co-pay of 2X.

The Board's annual contribution toward health insurance costs shall be "capped" at the following amounts and any health insurance premium in excess of the following amounts shall be paid by the teacher through payroll deduction:

Single Subscriber - $7,718.26
Individual and Legal Spouse, or Individual and Single Dependent - $16,141.28
Full Family - $21,049.85

The aforementioned amounts shall be adjusted per the Publicly Funded Health Insurance Contribution Act to be consistent with the "caps" in Section 3 of that legislation. If the caps under this act are repealed or otherwise changed from their current method of computation, the above caps will increase by 5% per year as long as that doesn't violate any new law enacted.

B. For those teachers not electing the coverage as described in Section A above, the Board will contribute an amount not to exceed the following toward the options listed below:

$250 per month in cash which may be retained as such or utilized in whole or in part on fixed or variable options or tax deferred plans available through the Business Office.

Any tax consequences resulting from selections of options by an employee shall be the responsibility of the employee.

The Board will maintain a plan to keep this section in compliance with IRS regulations.

C. The Board shall provide payment for dental coverage. In general the plan will provide for 100% coverage with zero deductible for Class I (diagnostics/preventative); 90% with zero deductible for Class II (basic procedures); 80% for Class III (Major procedures); orthodontics 50% coverage, $2,000 lifetime maximum limit for orthodontics and annual maximum of $2,000 for Class I, II, and III benefits.

D. The Board's contribution for part-time teachers toward insurance coverage(s) and cash-in-lieu shall be made on a prorated basis provided said teachers are at least one-half time. No Board contribution will be made for health insurance, dental insurance, vision insurance, long term disability insurance, or life insurance with AD&D if the teacher works less than one-half time.

E. The Board shall not be required to make duplicative contributions toward medical-hospitalization insurance premiums for its employees. To avoid such duplication where applicable, one employee shall be designated the insured and the other as a covered dependent. Such designation shall be determined by the employees involved.

F. The Board will contribute the premiums toward the purchase of Long-Term Disability, with the following specifications:

Monthly Benefit:	70% of salary
Elimination Period:	45 working day period
Maximum Monthly Salary Covered:	$10,000
Maximum Monthly Benefit:	$7,000

Waiver of Pre-Existing Conditions
C.O.L.A.
Freeze on Offsets
Alcohol/Drug and Mental/Nervous limited to two years.

G. The Board shall contribute the monthly premiums toward term life insurance with AD&D in the amount of $50,000.

H The Board shall provide payment for vision insurance coverage. In general, the plan will provide for a $6 office Visit co-pay and annual allowances of $100 for frames, $18 lens co-pay, $55 exam allowance for contacts and a contact allowance of $100.

I. The provisions of the above insurance coverages are subject to the rules and regulations of the insurance carrier(s).

J. Except as set forth herein, in the event of a separation from employment (i.e. layoff or unpaid leaves not covered by the Family Medical and Leave Act and workers compensation

leaves, etc.), the benefits in this article shall terminate on the first day of the month following the effective date of the separation.

Unless an extension is required under the Family Medical and Leave Act, benefits will discontinue on the first day of the month following the effective date of an unpaid leave.

Benefits will start for newly hired staff and those returning from unpaid leaves, workers compensation leaves and layoff on the date of hire or date of return.

K. If one or more insurance policies are terminated outside the Board's control during the term of this Agreement, subject to the same or comparable plan outlined above being maintained, the District reserves the right to change the underwriters and third party administrator of the insurance plans described herein and to self-insure.

ARTICLE XVIII – REVIEW COMMITTEE

A. Representatives of the Board and the Union shall meet informally once a month from September through May for the purpose of reviewing the implementation of this Agreement and to resolve problems which may arise. Meetings may be scheduled or cancelled upon mutual request.

B. Employee representatives shall be selected by the Union, and Board representatives by the Superintendent or his designee. The Union and Board representatives shall separately designate a chairperson who shall serve concurrently as co-chairpersons.

C. The meetings of the Review Committee are not intended to bypass the grievance procedure outlined in this Agreement.

D. Agreements resulting from these meetings may be reduced to writing in the form of a memoranda of understanding and submitted to the Union and Board for approval. Upon approval by the Union and Board, the memoranda shall become part of the Master Agreement for the duration of the Agreement.

ARTICLE XIX – EMERGENCY FINANCIAL MANAGER

An Emergency Manager appointed by law may reject, modify or terminate the Agreement as provided by law. This clause is included in this Agreement because it is legally required by state law. By signing this Agreement, the Association does not waive any right it may have to challenge whether this clause is binding upon the Association or the Board. The Association reserves all rights to assert that this clause is unenforceable.

ARTICLE XX - DURATION

This Agreement shall be effective upon the later of July 1, 2025 or ratification by both parties and shall continue in full force and effect until June 30, 2028.

GIRESD PROFESSIONAL EDUCATION ASSOCIATION MEA/NEA

DATED: 5/15/2025

GIRESD BOARD OF EDUCATION

DATED: 5/15/2025

APPENDIX A

Gratiot-Isabella RESD
2025-26 Teacher Salary Schedule
School Year Program

Step	BA	MA	PHD
1	$ 53,215	$ 56,722	$ 58,991
2	55,562	59,248	61,618
3	57,909	61,779	64,250
4	60,260	64,303	66,876
5	62,606	66,837	69,510
6	64,957	69,363	72,137
7	67,297	71,895	74,771
8	69,647	74,422	77,399
9	71,991	76,946	80,024
10	74,338	79,476	82,655
11	76,693	82,003	85,283
12	79,037	85,072	88,475
13	81,384	88,395	91,931
	874,896	936,461	973,920

APPENDIX A

Gratiot-Isabella RESD
2026-27 Teacher Salary Schedule
School Year Program

Step	BA	MA	PHD
1	$ 54,811	$ 58,424	$ 60,761
2	57,229	61,025	63,467
3	59,646	63,632	66,178
4	62,068	66,232	68,882
5	64,484	68,842	71,595
6	66,906	71,444	74,301
7	69,316	74,052	77,014
8	71,736	76,655	79,721
9	74,151	79,254	82,425
10	76,568	81,860	85,135
11	78,994	84,463	87,841
12	81,408	87,624	91,129
13	83,826	91,047	94,689
	901,143	964,554	1,003,138

APPENDIX A

Gratiot-Isabella RESD
2027-28 Teacher Salary Schedule
School Year Program

Step	BA	MA	PHD
1	$ 56,455	$ 60,177	$ 62,584
2	58,946	62,856	65,371
3	61,435	65,541	68,163
4	63,930	68,219	70,848
5	66,419	70,907	73,743
6	68,913	73,587	76,530
7	71,395	76,274	79,324
8	73,888	78,955	82,113
9	76,376	81,632	84,898
10	78,865	84,316	87,689
11	81,364	86,997	90,476
12	83,850	90,253	93,863
13	86,341	93,778	97,530
	928,177	993,492	1,033,232

APPENDIX B

Gratiot-Isabella RESD
2025-26 Teacher Salary Schedule
Full Year Program

Step	BA	MA	PHD
1	$ 61,547	$ 65,604	$ 68,228
2	64,264	68,528	71,270
3	66,974	71,451	74,310
4	69,697	74,377	77,351
5	72,408	77,301	80,393
6	75,126	80,226	83,435
7	77,835	83,150	86,476
8	80,554	86,075	89,518
9	83,267	88,996	92,555
10	85,979	91,923	95,600
11	88,701	94,842	98,636
12	91,414	98,392	102,328
13	94,130	102,239	106,328
	1,011,896	1,083,104	1,126,428

APPENDIX B

Gratiot-Isabella RESD
2026-27 Teacher Salary Schedule
Full Year Program

Step	BA	MA	PHD
1	$ 63,393	$ 67,572	$ 70,275
2	66,192	70,584	73,408
3	68,983	73,595	76,539
4	71,788	76,608	79,672
5	74,580	79,620	82,805
6	77,380	82,633	85,938
7	80,170	85,645	89,070
8	82,971	88,657	92,204
9	85,765	91,666	95,332
10	88,558	94,681	98,468
11	91,362	97,687	101,595
12	94,156	101,344	105,398
13	96,954	105,306	109,518
	1,042,252	1,115,598	1,160,222

APPENDIX B

Gratiot-Isabella RESD
2027-28 Teacher Salary Schedule
Full Year Program

Step	BA	MA	PHD
1	$ 65,295	$ 69,599	$ 72,383
2	68,178	72,702	75,610
3	71,052	75,803	78,835
4	73,942	78,906	82,062
5	76,817	82,009	85,289
6	79,701	85,112	88,516
7	82,575	88,214	91,742
8	85,460	91,317	94,970
9	88,338	94,416	98,192
10	91,215	97,521	101,422
11	94,103	100,618	104,643
12	96,981	104,384	108,560
13	99,863	108,465	112,804
	1,073,520	1,149,066	1,195,028

LETTER OF AGREEMENT
Between
THE BOARD OF EDUCATION OF GRATIOT-ISABELLA RESD
and
THE GRATIOT-ISABELLA RESD PROFESSIONAL ASSOCIATION

RE: Stipend – Funded by Section 27L(2) Grant for fiscal year ending June 30, 2026

The parties mutually agree to the payment of a one-time off-schedule stipend to all eligible bargaining unit members subject to the following conditions:

- Eligible is defined as employed by the district on April 1, 2026.
- Stipend will be paid on May 8, 2026.
- Stipend amount will be determined by taking the grant amount, subtracting out retirement and FICA costs, and dividing the remainder by the combined eligible union membership for both the Professional and Paraprofessional Associations. Even though the retirement rates vary from 39.23% to 44.93%, we will assume a conservative rate of 40%. The FICA rate is 7.65%. The stipend is estimated to be $115.34 per member calculated as follows:

  $38,316.93 (Grant Amount) / 1.4765 = $25,951.19 / 225 members = $115.34

  Final stipend amount will be calculated using the actual number of eligible members.

It is the intention of the parties that this change will NOT be incorporated into the successor agreement.

For the GIRESD Professional Association:

Emily Sheahan-Stark
President

3-13-2026
Date

For the GIRESD Board of Education:

William Henderson III
President

3-11-2026
Date