# MASTER AGREEMENT

# BETWEEN THE

# ST. LOUIS BOARD OF EDUCATION

# AND THE

# ST. LOUIS EDUCATION ASSOCIATION

# 2024-2025
# 2025-2026
# 2026-2027

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# PREAMBLE

WHEREAS achievement of quality education cannot be fully realized without capable and dedicated teachers who recognize their professional responsibilities to the school district, and whose rights are likewise recognized by the Board on behalf of the community; and

WHEREAS the Board has a statutory obligation, pursuant to the Michigan Public Employment Relations Act, MCL 423.201 et seq., to bargain with the Association as the exclusive representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following the extended and deliberate professional negotiations, have reached certain understandings, and

In consideration of the following mutual covenants, it is agreed as follows:

# ARTICLE 1-RECOGNITION

1.1 The Board recognizes the Association as the exclusive bargaining representative as defined in Section it of the Michigan Public Employment Relations Act, MCL 423.201 et seq., to represent and bargain for:

> Bargaining Unit: All full or part time certified probationary/tenure teachers and teachers with professional and occupational certificates, temporary vocational authorizations, or full vocational authorizations under contract or on leave with the district, all media specialists; all counselors, speech pathologists, homebound teachers, special area teachers, title teachers, alternative education teachers; special education teachers; social workers.

1.2 Excluding: Superintendent, assistant superintendents, business manager, directors, supervisors, coordinators, principals, assistant principals, all intern administrators, and per diem substitutes.

1.3 The term "teacher" when used in the Agreement shall refer to all employees represented by the Association in the bargaining unit as above defined. The Board agrees not to negotiate with any teacher organizations other than the Association for the duration of this Agreement.

1.4 The term "Association" as used in this Agreement shall mean the St. Louis Education Association MEA/NEA.

1.5 The term 'school district" and/or "St. Louis Public Schools" as used in this Agreement shall mean the St. Louis Public Schools, St. Louis, Michigan.

1.6 The term "Board" shall include the Board of Education, as well as its officers and agents.

1.7 Nothing herein contained shall deprive the Board of any rights, which it has under the Michigan Revised School Code, the Michigan Teacher's Tenure Act or any other applicable laws or regulations.

1.8 This Agreement shall constitute a binding obligation of both parties. For its duration, it may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the Board and the Association in a written and signed amendment thereto.

1.9 Addition of certified and/or licensed positions not listed in Article 1 of this Agreement shall be negotiated with the Association prior to their posting and implementation; except that teaching positions may be posted without such prior negotiation.

## ARTICLE 2-ASSOCIATION AND TEACHER RIGHTS

2.1 Nothing contained herein shall be construed to deny or restrict to any teacher the rights he/she may have under the Michigan Revised School Code or other applicable laws or regulation. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

2.2 On days when school has been in session the Association shall have the right to use school buildings for meetings, provided that when special custodial service is required, the Board may charge the Association at the same rates charged other community groups. No charge shall be made for the use of schoolrooms.

2.3 Duly authorized representatives of the Association and respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this activity shall not interfere with or interrupt normal school operations. Representatives of affiliated groups of the Association who are not employees of the school district shall be permitted to visit school premises to transact official Association business, provided they first report to the Superintendent's office, or his/her designated representative. Permission shall not be withheld if in the opinion of representative(s) of the affiliated group, their presence will not interfere with or interrupt normal school operations.

2.4 The Association officers, executive committee, and building representatives shall have the right to use school facilities and equipment including, but not limited to, computers, typewriters, photocopiers, other duplication machines, calculating equipment, video cameras, all types of audio-visual equipment, video cassette recorders, televisions and telephones at times when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use. The Association shall make a written request for the use of all facilities to the building administrator who has the direct responsibility for said facilities.

2.5 The Association shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mailboxes for communications to teachers. After delivery of the material to a building it shall be the responsibility of the Association or its designated representative to see that the material is distributed to Association members.

2.6 The Board shall make readily available to the Association all information, which is available to the public, as required under Freedom of Information Act (FOIA) and the Michigan Public

Employment Relations Act (PERA). The administration will charge a reasonable copy fee for all such information.

2.7 The Board shall communicate with the Association about any new or modified fiscal, budgetary or tax programs, construction programs, or major revisions of educational policy, which is proposed or under consideration prior to adopting and/or general publication. "Communicate" shall include, but not be limited to, sending to the Association President a copy of all non-privileged materials pertaining to these subjects as are included in the packets of information provided to Board members at the same time the information is made available to the Board.

2.8 Teachers shall be entitled to full rights of citizenship. No religious or political activities of any teacher or the lack thereof shall be grounds for discrimination with respect to the professional employment of such teacher. None of the aforementioned activities shall disrupt school operations, or become part of classroom activities.

2.9 Each teacher shall have the right to review the content of his/her personnel file. She/he shall have the right to have Association representation in such review. All such reviews shall be made in the presence of the Superintendent or his/her designated representative. Confidential credentials and other letters of reference sought at the time of employment are specifically exempt from such review.

2.10 The parties agree that they shall in no way discriminate against employees because of their race, color, sex, disability, age, religion, height, weight, sexual orientation, marital status, national origin, or ancestry.

## ARTICLE 3-RIGHTS OF THE BOARD

3.1 The Board retains all rights and powers to manage the schools and to direct teachers except as otherwise expressly provided in this Agreement and then only to the extent this Agreement is in conformation with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

3.2 There will be two days reserved each month for staff meetings with either the Superintendent of Schools or the principals. Attendance at such meetings is mandatory unless the teacher is excused prior to the meeting by the person calling such meeting. At the beginning of the school year a schedule for such meetings shall be determined by the Administration and posted in each building. This provision shall not prevent the calling of emergency meetings if a need arises.

3.3 The Board retains the sole right to reprimand or discharge teachers in accordance with the Michigan Revised School Code and the Michigan Teacher's Tenure Act without interference from the Association.

3.4 Excluding prohibited subjects, any part of the existing written Board policies and administrative regulations, which are in conflict with this Agreement, shall be deemed invalid, but this status shall not affect the remaining parts of the written Board policies and administrative regulations not found to be so in conflict.

# ARTICLE 4-TEACHING HOURS AND CLASS LOAD

4.1 The teacher workday for all teachers shall be equal and not exceed seven hours and thirty minutes per day or thirty-seven hours and thirty minutes per week. Within this time all district teachers shall be entitled to a duty-free uninterrupted lunch period of not less than thirty minutes. Starting and ending times for part time elementary teachers shall be determined by the Administration. The present school day shall not be lengthened without prior agreement with the Association.

4.2 The teacher's professional day shall be considered as those hours and activities required to perform their professional duties as they occur before, during and/or after the student day. Each teacher is expected to be punctual and in regular attendance for all assignments.

A. Middle and high school teachers will be on duty in their assigned building not later than fifteen (15) minutes prior to the start of the school day (and have their classrooms open not later than five (5) minutes prior to the start of the school day) and be on duty for at least ten (10) minutes after the school day. Elementary teachers will be on duty in their assigned building not later than five (5) minutes prior to the start of the school day and need to remain on duty five (5) minutes after the close of the school day. The term "on duty" shall be defined as the teacher is prepared to engage in his/her professional responsibilities as a teacher."

B. The concept of professional hours recognizes that bargaining unit members do work away from normal workstations and outside of the hours stated in paragraph A. above. This includes such existing activities as: building staff and departmental meetings, in-service days, grade level meetings, student staffing, IEP meetings, open houses, and crisis committee meetings. As is included in professional responsibilities, teachers will be expected to be accessible to help students and meet with parents as needed, within reasonable time lines and requests. It is the understanding that meeting times have to be planned out for the school year. Meetings will not be scheduled just to have meetings. On Fridays or on days preceding holidays or vacations the teachers' day shall end upon dismissal of students for the day.

C. Teacher attendance at any newly created meetings or committees or other events not occurring during normal school hours will be encouraged, but optional.

D. The Association and the administration will jointly address the faculty in a joint meeting at the beginning of each year as to the rights and responsibilities of professional hours; however, the administration is responsible for the enforcement.

E. There will be an ongoing review of the effectiveness of professional hours, with an annual review to be completed before May 1 of each school year. This review shall be conducted through the Labor Team Relations Committee, including negotiating team representation. Any committee decisions affecting professional hours shall be agreed to in writing by both parties.

4.3 The normal weekly teaching load in the high school shall include five (5) unassigned or conference periods equivalent to five (5) teaching periods. The normal weekly teaching load in the middle school shall include five (5) unassigned or conference periods equivalent to

five (5) teaching periods. The normal weekly teaching load in the elementary schools shall include an average of fifty-six (56) minutes of unassigned or conference periods per day. A teaching period is a period in which the teacher is actively involved with the students in the act of teaching, either as an individual or as a member of a teaching team, and has participated in the planning of the instruction to be conducted. If prep time needs to be altered outside of the stated language above, parties agree to discuss the possibility of flexible prep time.

4.4 Parent-teacher conferences will be scheduled by mutual agreement between the administration and the Association negotiating team at the same time the rest of the school calendar is negotiated. Part time teachers shall participate in parent-teacher conferences as a condition of employment.

4.5 Teachers of music, art and the laboratory sciences, librarians, speech therapists, reading consultants, visiting teachers, counselors and all special education teachers shall be provided with relief and preparation time equal to, but not to exceed, that of other teachers in the building. Teachers working in multiple buildings will receive the larger prep-time of the buildings. Travel time for teachers working in multiple buildings will not be counted as preparation time.

4.6 When an individual school building is closed down because of emergency conditions (e.g., boiler failure, electrical failure, etc.), the Superintendent of Schools or his/her designated representative may require any or all of the teachers of the building to report for teaching duty as the needs of the school system dictate.

4.7 Teachers are expected to be at their assigned station at all times. Teachers are responsible for the proper supervision of all students and especially those assigned to them during the day. All teachers are to step into the hall near their assigned teaching station to supervise and maintain order in the corridors and their classroom while students are passing between classes.

4.8 Due to unforeseen circumstances or emergency situations a principal may ask a teacher to be responsible for building supervision during his/her absence. Said assignment however, shall only be temporary and only occur following consultation with the affected teacher.

4.9 Teachers shall be responsible for exercising those duties prescribed by the laws of the State of Michigan for teachers. It is assumed that every teacher is familiar with his/her rights and duties under law.

4.10 The unassigned or conference period is part of the teacher's workday. The occasional use of this period for other than school purposes may be allowed by the Principal where conditions exist beyond the control of the teacher.

4.11 Teachers are expected to remain on duty in the event of emergency situations. Such situations would include severe weather warning, civil or student disturbances, or situations which may threaten the health or safety of students. It is understood that the administration will develop and issue guidelines for teacher responsibility in cases of emergency.

4.12 It is expressly understood that when no substitute teacher is available, the administration may assign a teacher to serve as a substitute teacher during his/her conference period. Teachers are required to accept such assignments and shall be compensated at a rate of $30.00 for each conference period in which they serve as a substitute teacher in excess of their regular assigned class load. Under no circumstances will classes be doubled because of lack of a substitute.

4.13 A teacher may be assigned to teach a class for an extended period of time during their conference period. An extended period of time being ten (10) consecutive days or more. Compensation for such an assignment shall be 1/6 of the teacher's contracted salary prorated according to the number of days taught. Said prorated salary shall begin with the eleventh (11th) consecutive day of the extended assignment.

# ARTICLE 5-TEACHING CONDITIONS

5.1 Whenever feasible under the circumstances (availability of facilities and financial resources) the maximum number of students per teacher shall be as follows:

A. In the elementary grades, all teachers of a grade level shall have an initial class size within two (2) students of each other. In addition, all special education students and Title Students will be distributed equitably whenever possible while adhering to the students' IEP. Subsequent assignments due to special education mainstreaming and new students shall be made with the goal of achieving a comparable workload among teachers of a grade level. If desired, teachers may participate in the scheduling process in the following manner:

1. At the end of each school year, when completing promotion lists, teachers will rank each student according to ability levels (low, average, high)

2. The scheduling of students will occur on or before the end of May of each school year, and all elementary teachers will be invited to participate in this process.

3. When new students are enrolled in St. Louis Public Schools, a one complete working day notice will be given to teachers involved with the exception of enrollments on count day and McKinney-Vento students.

4. The administration will provide a tentative copy of the schedule of courses to all teachers by the last day of school for the upcoming school year.

B. In the middle school and high school, the distribution of special education students will be made cooperatively by the building principal, the regular education teachers involved, and the special education teachers.

C. Class Size - The parties recognize that smaller class size affects the quality of educational services offered and agree to continue their efforts in achievement

of this goal. The Board of Education agrees to balance class size among grade levels, and subject areas, taking into account students diagnosed as having special needs, as well as the number of teaching stations, equipment and facilities available. The Association and the Board of Education (and/or its representatives) may meet and mutually agree upon class size exceptions and/or alternatives. At no time shall a class exceed the reasonable physical limits of the classroom, lab facility or number of workstations available and equipped for students. The parties agree these goals are ideal for optimal instruction and student learning.

1. Elementary Class Size:
   If a section of a grade level exceeds the maximum number of students, the affected teacher(s) will be compensated at a rate of $5.00 per day, per student, over the maximum, for each day the maximum number of students is exceeded. The teacher shall be paid following the last day of school. Maximums are defined as:

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|---|---|
| Kindergarten | 26 students: At 24 students, add full-time paraprofessional |
| Grades 1-3 | 30 students |
| Grades 4-5 | 31 students |

2. Secondary Class Size:
   If all sections within a core department (core as defined as Math, English Language Arts, Science and Social Studies) exceed the maximum number of students, the affected teachers will be compensated at a rate of $5.00 per day, per student, over the maximum, for each day the maximum number of students is exceeded. The teacher shall be paid following the last day of school. Maximums are defined as:

| | |
|---|---|
| Grades 6-8 | 31 students |
| Grades 9-12 | 33 students |

   It is agreed and understood that the goal of the Board of Education is to maintain class sizes of 35 or less in all other secondary courses. Exceptions to this goal include:

   Physical Education 45 students (over 45 students an aide will be assigned). It is understood that Weight Lifting is a Physical Education class as well, but due to space constraints and safety concerns, the number of students enrolled shall not exceed 30.

   Vocal Music - Unlimited
   Instrumental Music - Unlimited

5.2 When a teacher is assigned a severely impaired student the teacher shall not be expected to perform routine, scheduled maintenance of a medical appliance or apparatus used by the student to sustain his/her bodily functions nor render routine, scheduled care or maintenance of exceptional bodily functions related to the student's impaired condition. The teacher shall be informed as to emergency measures which may be necessary on occasion due to the student's impaired condition. It shall be the responsibility of the teacher to implement the student's individualized education program (IEP) or Section 504 plan for attending to the educational needs of the student while in the teacher's class.

5.3 The foregoing standards are subject to modification for educational purposes such

as avoidance of split grade classes or half classes, specialized or experimental instruction (e.g., team teaching or large group instruction), improvement of instructional methods, distribution of students by attendance area and availability of transportation, changes in enrollment or any other valid reason.

5.4 The board shall keep the schools reasonably equipped and maintained as determined by the economic conditions of the school district.

5.5 The board shall make available lunchroom, rest room and lavatory facilities for use by school employees.

5.6 Vending machines shall be installed upon approval of the administration in areas which are suitable and not available to students. Areas around vending machines will be kept clear and free of debris.

5.7 In addition to the usual custodial services provided by the Board, teacher work rooms and lunchroom areas will be maintained in a neat and clean manner.

5.8 Teachers who are to have a paraprofessional shall be consulted by the appropriate administrator, whenever possible, before the paraprofessional is hired.

5.9 To encourage teacher attendance at school activities, each teacher may request a free sports pass. If in attendance, teachers may be called upon to supervise an emergency situation.

# ARTICLE 6-PROFESSIONAL QUALIFICATION AND ASSIGNMENTS

6.1 Teachers hired on a probationary or tenure basis shall either possess or be qualified for a minimum of a State Provisional Certificate and also meet other requirements of the laws of the State of Michigan. The Board will hire certified teachers with a minimum of a bachelor's degree and possessing a provisional, permanent or continuing certificate. The responsibility for being properly certificated to teach in the school district rests solely with the individual teacher.

The Board agrees that teachers employed by the Board, who hold annual authorizations, shall as a condition of employment make every attempt to obtain permanent status through recognized work and/or study programs as per MCL 380.1233.

6.2 The employment of teachers based on special certificates is to be permitted only in cases of absolute necessity. The Association shall be so notified in each instance and the Board shall indicate the extent to which they endeavored to fill the position with a fully certificated person.

6.3 The Superintendent may request that a teacher enroll in specific credit courses so that the teacher might fill certain academic or professional voids and so that he/she may achieve preparation standards, which are mandated by curriculum revisions, or applicable accreditation standards. Without limiting the District's right of placement, should the teacher be unwilling or unable to accommodate such a request to the extent of completing the equivalent of up to six (6) semester hours per year and the want of the indicated improvement prohibits the initiation or

continuance of a desired curriculum or accreditation, then the teacher may be reassigned (accommodating his/her desires as nearly as possible) in order that the objective will be gained. Teachers complying with such requests shall be reimbursed for Teacher Certification Tests, tuition, books and necessary travel incurred by enrollment in such classes. When a school vehicle is not available, mileage will be paid pursuant to the published IRS rate per mile for actual mileage driven or as agreed to with the teacher.

# ARTICLE 7-VACANCIES, PROMOTIONS AND TRANSFERS

7.1 A vacancy occurs when a position exists due to retirement, resignation, termination, or a new position is created.

***Placement of Classroom Teachers.*** The Superintendent or designee decides when a vacancy exists, and when a posting is made. Consistent with Revised School Code Section 1248, classroom teacher placement decisions shall be based on the following clear and transparent factors:

A. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses, grades, and school schedule.

B. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.

C. Teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249.

D. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:

1. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;

2. Credentials needed for District, school, or program accreditation;

3. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;

4. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;

5. Disciplinary record, if any

6. Length of service in a grade level(s) or subject area(s);

7. Recency of relevant and comparable teaching assignments;

8. Previous effectiveness ratings;

9. Rapport with colleagues, parents, and students;

10. Ability to withstand the strain of teaching;

11. Compliance with state and federal law; or

12. other non-arbitrary or capricious reasons.

E. Length of service may be considered as a tiebreaker if a teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

F. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

G. The Superintendent or designee has discretion to involuntarily transfer a teacher into a position for which they are certified or qualified for non-arbitrary or capricious reasons. If the involuntary transfer of said teacher involves moving to another building, said teacher will receive one (1) comp day if moved without district support. Teachers who elect to use district support will not receive comp time for the move to another building.

7.2 The person assigned to the temporary position will be paid in the same amount the district pays for substitute teachers. The person assigned to the temporary position will not be considered to be a member of the bargaining unit and will not earn seniority. Temporary positions will be posted internally upon the end of the school year.

7.3 Job Postings

When possible, all job postings will be posted internally first, and then externally. However, positions may be posted simultaneously internally and externally due to time constraints and least disruptive for school operations.

7.4 Layoff/Recall of Classroom Teachers

A. The Superintendent is responsible, acting within the approved budget, for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the teaching positions to be reduced.

B. Reduction in force and recall decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and this appendix.

C. Decisions about the reduction and recall of teachers will be guided by the following criteria:

1. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s). A probationary teacher rated as "effective" (or highly effective) on the teacher's most recent annual year-end performance evaluation is not subject to displacement by a tenured teacher solely because the other teacher is tenured under the Teachers' Tenure Act.

2. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and based on documentation on file with the Superintendent's office.

3. A classroom teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.

4. If a classroom teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

D. In addition, classroom teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:

1. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;

2. Credentials needed for District, school, or program accreditation;

3. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;

4. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;

5. Disciplinary record, if any;

6. Length of service in a grade level(s) or subject area(s);

7. Recency of relevant and comparable teaching assignments;

8. Previous effectiveness ratings;

9. Attendance and punctuality;

10. Rapport with colleagues, parents, and students;

11. Ability to withstand the strain of teaching;

12. Compliance with state and federal law; or

13. Other non-arbitrary or capricious reasons.

E. Classroom Teachers must provide the District with current information and documentation supporting the teacher's certification and qualifications.

1. Reduction and recall decisions will be based on the classroom teacher's certification and qualifications in the District's records at the time of the decision.

2. A laid off classroom teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.

3. Failure to maintain current contact information may negatively impact the teacher's recall.

F. Teacher reductions and recalls are by formal Board action.

G. Before the Board authorizes a teacher reduction, the Superintendent or designee will notify, in writing, the affected teacher of an opportunity to respond, either in person or in writing, to the proposed reduction.

H. The Superintendent or designee will provide written notice of reduction in force or recall decisions to each affected teacher and association.

I. A teacher's length of service with the District as a classroom teacher or tenure under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions.

J. Classroom teacher reduction in force decisions will be implemented by the following:

1. If 1 or more classroom teaching positions are to be reduced, the Superintendent will first identify the academic level(s) or department(s) affected by the reduction. Among those classroom teachers who are certified, approved, or authorized and qualified to instruct the remaining curriculum within the affected academic level(s) or department(s), selection of a teacher(s) for reduction in force will be based on the factors set forth in this appendix.

2. Classroom Teachers within the affected academic level(s) or department(s) who are certified and qualified for the remaining positions will be retained consistent with the factors set forth in this appendix.

3. When a teaching position is identified for reduction and there exists a concurrently vacant classroom teaching position for which the teacher in the position to be reduced is both certified and qualified, and the teacher has received an overall rating of at least effective on that teacher's most recent year-end performance evaluation, that teacher may be assigned to the vacant position consistent with this appendix unless the

Superintendent or designee determines that the District's educational interests would not be furthered by that assignment.

4. If more than 1 classroom teacher whose position has been identified for reduction is certified and qualified for a concurrently vacant classroom teaching assignment, the Superintendent or designee will fill the vacancy consistent with this appendix, unless the Superintendent determines that the District's educational interests would not be furthered by that assignment.

5. If the reduction or recall decision involves more than 1 classroom teacher and all other factors distinguishing those teachers from each other are equal, seniority (as established by the most recent seniority list for the bargaining unit to which the teachers belong or, if none exists, the District's records) will determine preference for reduction or recall.

6. At least 30 calendar days' notice of reduction in force will be provided to the classroom teacher and Union, absent extenuating circumstances.

K. Classroom Teacher Recall Process

1. A teacher is eligible for recall under this Policy for 12 months from the date the District implemented the reduction in force.

2. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.

3. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign teachers to fill vacancies in accordance with this appendix.

4. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:

    a) Recall the laid-off classroom teacher who is certified and qualified for the vacancy, provided the teacher was rated at least effective. If more than 1 laid-off classroom teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this appendix; or

    b) Post the vacancy and consider all applicants if the Superintendent determines that the District's educational interests would be served and no teacher on layoff meets the certification and qualification requirements of the position.

5. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled teachers and will establish the time within which a teacher must accept recall to preserve the teacher's employment rights.

6. A laid-off classroom teacher who is offered an interview for a vacancy and who fails to appear at that interview forfeits all rights to recall and continued employment.

7. A laid-off classroom teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

# ARTICLE 8-LEAVES

8.1 Sick Leave

At the beginning of each school year, each teacher shall be credited with nine (9) sick leave days. In addition, the unused portion of each teacher's sick leave shall accumulate from year to year to a maximum of sixty (60) days.

It is clearly understood that sick day adjustment to meet the sixty (60) day maximum will occur upon the completion of each school year. Therefore, some individual teachers could begin a school year with a bank of seventy (70) sick days.

Teachers employed after the beginning of the school year shall be credited, upon employment, with the appropriate pro-rata of nine (9) sick leave days. For example, a teacher hired in November will be credited with seven (7) sick leave days for the remainder of the year.

Teachers employed less than full time shall be credited, upon employment, with the appropriate pro-rata leave days up to nine (9) sick leave days according to the amount of time they work. For example, a teacher with a .6 assignment will be credited with five and one-half (5.5) sick leave days for the year.

8.2 Sick leave may be used for:

A. Bona fide incapacity to report for and discharge duties, including disabilities relating to pregnancy.

B. Providing care for a member of the immediate family who is ill, when no other immediate arrangements are possible. Immediate family shall mean spouse, parents, children, stepchildren, siblings, grandchildren, grandparents, parents-in-law. Time beyond two (2) days is subject to administrative review.

C. Visits to doctor or clinic.

D. Up to fifteen (15) workdays for any and all steps required for the adoption process domestic and foreign. In the event additional days may be necessary, the superintendent or his/her designee must grant approval.

E. Sick days, including pre-arranged medical visit, shall not be used on Professional Development day, except in cases of bona fide incapacity to report to work.

8.3 Any teacher whose personal, or immediate family's illness extends beyond the period compensated will be granted a leave of absence without pay, but with increment, for such time as is necessary for complete recovery, to a maximum of one (1) year. The superintendent may grant an extension for the illness of the teacher for an additional year.

For purposes of determining involuntary leave the Superintendent, with the approval of the Board and upon notice to the Association, may make a written request requiring a teacher to provide the results of a physical/mental examination from his/her doctor. If the Board is not satisfied with this report, the Board, upon notice to the Association, may require the employee to submit to an examination by a doctor of the Board's choice. The Board shall pay for this examination. Either party may request a third examination performed by a physician of mutual consent. This examination shall be paid for by the Board. Both parties will be informed of the examination results.

8.4 Each school year teachers will be granted four (4) Personal Leave Days.

A. Personal Leave, except for emergencies beyond the control of the teacher, shall not be granted for absences immediately before or after a holiday, vacations, or the first and last day of the school year for teachers. For purposes of this article, holidays and breaks are as follows: New Year's Day, Good Friday, Memorial Day, Labor Day, Thanksgiving, Christmas Break, and Spring Break.

B. The use of Personal Leave Days shall be limited to eight (8) teachers on any given date. If the Board receives more than eight (8) requests for given date, the first 8 requests will be honored.

C. Personal Leave Days not used by a teacher during a given school year may be added to their accumulated sick leave bank or turned in for the current substitute teacher's per diem rate. Up to three (3) Personal Leave Days may be rolled over and used in the next school year with prior approval by the superintendent. The fourth (4) Personal Day, if unused, shall be added to the employee's accumulated sick leave bank. Such requests must be made by June 1st.

8.5 Bereavement Leave

In case of the death of a close relative up to five (5) days will be allowed the teacher to attend the funeral. The five days, including travel, will be three (3) days from bereavement leave plus two (2) days from personal or sick leave. Close relative is interpreted to mean grandparents, grandparents-in-law, grandchildren, parents, spouse, father-in-law, mother-in-law, children, brother, sister, fiancé, brother-in-law, sister-in- law, aunt, uncle, nephew, niece, son-in-law, daughter-in-law, step-family members, or any other member of the immediate household. Each teacher shall be granted one (1) day with pay to attend a funeral of a person not in his/her immediate family as approved by the superintendent.

8.6 Jury Duty/Testimony

A teacher will receive their regular compensation when they are called for jury duty, or subpoenaed to testify before any judicial tribunal. However, the individual shall remit to the Board any compensation (except mileage/travel cost reimbursement) received for the performance of such obligation. The duty of giving the aforementioned testimony shall not be charged toward the teacher's sick leave or personal leave days.

8.7 Association Leave

At the beginning of the school year the Association shall be credited with six (6) days to be used at the discretion of the President of the Association. The Association agrees to notify the Superintendent not less than forty-eight (48) hours prior to the date for intended use of such leave. The Association shall reimburse the Board for the cost of the substitute teacher.

An additional eight (8) days shall be provided for the handling of Association business deemed appropriate by the President with the Association reimbursing the Board for the cost of the substitute teacher.

An additional four (4) days may be used by the Association, as mutually agreed upon by the Association President and Superintendent, for in-service workshops conducted for the improvement of curriculum, classroom instruction or similar activities to improve the teaching performances of the teacher.

8.8 Sick Bank

In case of extreme and unusual illness; the Board and the Association may set up a committee of not more than three (3) members each for the purpose of establishing a bank of sick leave days to be used by a teacher with extreme or unusual illness. The committee would have the authority to approve a sick leave bank up to a maximum of thirty (30) sick days subject to the following:

A. Such days are accrued by voluntary donations of sick leave days from individual teachers.

B. The payment will terminate at the point the involved teacher is eligible for long-term disability, worker's compensation or other payments.

C. The provisions of Article 8.8 are not subject to the provisions of the grievance procedure.

D. All applications, with prior approval of the sick bank committee, for the use of the sick bank will be submitted to central office for processing.

8.9 Active Military Leave

A. Leave of absence- leave of absence shall be granted to any employee who (1) is called up to active duty, or (2) is drafted for active military duty, or (3) enlists for active military duty in any branch of the armed forces, including, the U.S. Coast

Guard, while a call-up of military reserves or a draft is in effect. The leave of absence shall be automatic; however, the employee shall provide the administration as much notice as possible.

B. The duration of the leave shall be for the duration of the call up, induction (draft) or enlistment.

C. The employee shall have the right to return to active employment immediately upon return from active military duty, up to the start of the school year immediately following the period of active duty.

8.10 Parental Leave

The Board of Education may grant a leave of absence to a member of the bargaining unit upon a timely written request to the Superintendent prior to the beginning of such leave. This leave will be granted in accordance with the following:

A. The leave of absence shall be for the remainder of the then current school year.

B. Parental leaves will be granted to an employee within one year of the time she/he adopts a child, acquires a child by birth or marriage, or assumes the legal responsibility of a family.

C. Parental leaves of absences may be extended up to one additional year upon the request of the teacher. An extension request must be submitted in writing prior to April 15 and may not be for partial school years.

D. In case of unusual circumstances and upon request of the affected teacher, the board shall terminate the leave prior to its anticipated termination date.

8.11 Unpaid Leaves of Absence

The granting of leaves for such reasons as advanced study, exchange teaching, job exploration, political office, personal, childcare, etc. may be granted at the sole discretion of the Board or designee. It is understood that there may be times when educational opportunities arise that would allow teachers to be granted a leave with pay. These requests will be considered on a case by case basis with final approval by the superintendent.

8.12 Guidelines for Unpaid Leaves

A. Unless otherwise stated in this agreement all requests for leaves shall be in writing.

B. Unless otherwise stated in this Agreement, leaves are granted at the sole discretion of the Board and under terms and conditions as specified by the Board.

C. Beginning and ending dates of leaves are to correspond as nearly as possible with the beginning and ending date of school or a semester in order to maintain the teacher-student relationship as effectively as possible.

D. All leaves shall be for a period not to exceed one (1) year, or for the remainder of the school year, subject to renewal at the discretion of the Board.

E. As a general rule no extension of leaves or second leave shall be granted by the Board.

F. The granting or denial of leave to a teacher shall not be interpreted as setting a precedent or policy for the granting or denial of leave to another teacher.

G. A leave may be terminated before the normal expiration date by mutual agreement between the teacher and the Board.

H. Any leave granted is from the St. Louis Public Schools and not from a particular position. There is no guarantee that a teacher shall be returned to a specific building, grade level, teaching assignment, or special assignment at the conclusion of the leave.

I. Except as provided by the Family Medical Leave Act, no sick leave shall accrue or any fringe benefit payments be made to a teacher on unpaid leave. Sick leave days held at the start of the unpaid leave shall be reinstated on return from unpaid leave.

J. Written notice of intention to return, resign or request of an extension of leave shall be given the Superintendent of Schools on or before April 15th of the school year in which the leave expires. For leaves of less than (1) one school year the notification date will be determined by the Board at the time leave is granted.

K. For failure to give notice as required in item above, the Superintendent, or the Superintendent's designee, shall contact the teacher and direct the teacher to give notice of his/her intent to return, resign or request the Board to consider an extension of leave. For failure to comply the Superintendent will institute proceedings for the teacher's dismissal pursuant to the Michigan Teacher Tenure Act.

L. For failure to report for work upon the conclusion of a leave, the Superintendent, or the Superintendent's designee, shall notify the teacher that his/her leave has expired.

M. It shall be the teacher's responsibility to keep the Superintendent informed of his/her current address. It is understood that all notification requirements of this article and Agreement shall have been met if notices and letters have been sent to the most recent address on file for the teacher.

N. Teachers granted such leave will accrue one (1) year of seniority while on such leave.

O. During the leave the teacher will not lose any previously accumulated sick days or tenure status, additional sick days, however, will not accrue while on such leave.

P. Upon returning, from leave the teacher will be placed on the same step of the salary schedule as the teacher was on at the time the leave was granted. No additional salary step will accrue during the leave.

Q. Teachers granted such leave will have full return rights for the next school year provided there is a position for which the teacher is certified and qualified to teach.

R. Requests for such leave will be submitted in writing to the Board by May 1.

# ARTICLE 9 - ACADEMIC FREEDOM

9.1 The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual responsibility. It is recognized that these democratic values can be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.

9.2 Academic freedom, appropriate to the level of the learner and the teacher's area of competence, shall be guaranteed to teachers in the study, investigation, presentation, and interpretation of facts and ideas concerning man, human society, the physical and biological world, and other branches of learning.

9.3 The Board recognizes that children must be free to learn and teachers free to teach broad areas of knowledge, but such teaching must be consistent with basic objective of the school's program and instructional guidelines.

# ARTICLE 10 - PROFESSIONAL BEHAVIOR

Teachers are expected to comply with reasonable rules, regulations, and directions from time to time adopted by the Board or its representatives which are not inconsistent with the provisions of this Agreement.

# ARTICLE 11 - TEACHER EVALUATION

11.1 Evaluation of Classroom Teachers.

Teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

A. A year-end evaluation process that meets statutory standards;

B. An evaluation tool that incorporates components required by law, including:

i. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249; and

ii. the teacher's performance.

C. An individualized development plan (IDP) with performance goals developed by the evaluator in consultation with the teacher and recommended training, coaching, professional development or resources designed to improve the teacher's effectiveness for:

i. all probationary teachers;

ii. teachers rated developing, needs support; or

iii. at the evaluator's discretion when performance deficiencies are noted.

D. Classroom observations of at least 15 minutes each which include, at a minimum, a review of the teacher's lesson plan, the state curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;

E. A mid-year progress report, if required by law, which aligns with the teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training, coaching, professional development, or resources identified by the evaluator;

F. A year-end performance evaluation effectiveness rating, of effective, developing, or needing support;

G. Tenured teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated biennially, but if the teacher is not rated as effective on one of the biennial year-end evaluations, the teacher must receive year-end evaluations. If a teacher on the biennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the teacher to annual evaluations;

H. A mentor for teachers rated developing or needing support or for teachers as required by law;

I. Opportunity for a tenured teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;

J. A tool approved by MDE, a modified MDE tool, or a local evaluation tool if adopted in compliance with Revised School Code Section 1249 and corresponding regulations;

K. Website posting of required information for the evaluation tool;

L. Training on the evaluation tool for teachers and evaluators as required by law.

M. If a tenured teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the teacher shall be discharged consistent with due process. The District is not precluded from discharging a teacher at other times as provided by the Teachers' Tenure Act.

N. If a teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.

O. The parties agree to use Danielson 2013 Evaluation Rubric. Domains 1-4 equates to 80% of the evaluation and student growth and assessment data equates for 20% of the evaluation.

P. Discipline will deduct from the employee's overall evaluation score.

i. Verbal warning is a 0.25 deduction

ii. Written warning is a 0.50 deduction

iii. Two written warnings are a 1.00 deduction

Q. Effective August 2024, attendance is no longer a factor in an evaluation score

R. A probationary classroom teacher cannot challenge any aspect of the negotiated evaluation process, including observations, the IDP, the mid-year performance review, or their assigned rating.

11.2 Evaluation Grievance Procedure.

An alleged violation is not subject to arbitration in the grievance process. An Arbitrator, however, has jurisdiction to consider a grievance filed under the Article 19 by a tenured teacher with two (2) consecutive ratings of "Needing Support."

# ARTICLE 12 - SENIORITY

12.1 Seniority

A. Seniority shall be defined as length of continuous service of the bargaining unit member with the St Louis Public Schools. In complying with this provision, the bargaining unit member's beginning seniority date will correspond to his/her first day of paid employment.

B. In the circumstances of more than one individual teacher beginning employment on the same date, all individuals so affected will participate in a drawing by lot to determine their relative position on the seniority list.

C. Leaves of absence granted pursuant to this Agreement shall not constitute an interruption in continuous service. Credit given for outside teaching experience in school districts other than St. Louis shall not be considered for the purpose of accumulating seniority but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act.

D. The Board of Education shall prepare a bargaining unit member seniority list and transmit a copy of the same to the Association on or before the end of the first (1st) marking period and again by February 14. In the event of a dispute concerning the seniority list, the Association shall have the right to file a written concern on or before February 15th of each year.

# ARTICLE 13 - CONTINUITY OF OPERATION

13.1 Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees that it will not, during the period of this Agreement, directly or indirectly, engage in, or assist in any strike, as defined by Section 1 of the Public Employment Relations Act.

13.2 Nothing in this Article shall require the Board to keep schools open in the event of severe inclement weather or when otherwise prevented by act of God. When the schools are closed to students due to the above conditions, the teachers shall not be required to report for duty unless parent/teacher conferences and/or professional development session had been scheduled and weather conditions were such that allow the scheduled activity to take place.

13.3 Scheduled days of student instruction which are not held because of conditions not within the control of school authorities such as inclement weather, fire, epidemics, mechanical break downs, or health conditions as defined by the city, county or state health authorities, will be made up at the end of the school calendar for that year to insure a minimum requirement to receive full state aid. Teachers will receive their regular pay for days which are canceled but shall work on any rescheduled days with no additional compensation.

# ARTICLE 14 - SCHOOL CALENDAR

14.1 School calendars are contained in Appendix A and will be adhered to without exception unless mutually agreed to by the parties.

14.2 Pursuant to Section 1526, of the Revised School Code, which establishes a new teacher induction and teacher mentoring process, new teachers may be required to work additional days from those established in Appendix A. No additional compensation will be granted for these days. For the purpose of implementing Section 1526, a day shall be defined as 2.5 hours.

14.3 To comply with State law, five (5) professional development days will be conducted for each school year of the contract period. Should the state change its professional development requirement, both parties will meet and mutually determine what calendar changes, if any, will be made. In order to facilitate staff development, the building faculty and the administration shall jointly plan and schedule professional development through the building school improvement committee.

14.4 The length of the student day and the calendars contained in Appendix A have been established specifically to comply with State School Aid requirements to receive full student funding. If these requirements are changed, the parties will meet and negotiate mutually acceptable language to address the changes, in order to comply with State School Aid requirements and receive full State School Aid funding. In so doing, the parties agree that the length of the student day and the

number of student days will reflect, as much as possible, the minimal amount to meet State School Aid funding requirements.

Should instructional hours or days need to be made up in order to qualify for full State Aid, Administration and the Association will meet to discuss options. It is the Board of Education's responsibility to make the final decision on how time is to be made up.

14.5 The third Monday of each month shall be free from any administrative planned meetings for the St. Louis Education Association to conduct its meetings.

# ARTICLE 15 - PROFESSIONAL COMPENSATION

15.1 The basic salaries of teachers covered by the Agreement are set forth in Appendix B-1 & B-2 which are attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the designated periods. The salaries of part time and alternative education teachers shall be in the same proportion as their work schedule is to the work schedule of a full time K-12 classroom teacher.

15.2 A newly hired teacher may be given years of credit as evaluated by the Superintendent on the salary schedule set forth in Appendix B-1 for years of outside teaching experience in any school district in the State of Michigan or other teaching experience in a school district accredited by a recognized accrediting agency. The Superintendent may allow credit on the salary schedule for experience in industry and business directly related to the teacher's assignment.

15.3 Placement on the salary schedule shall be according to the teacher's academic standing at the beginning of each school year.

15.4 A teacher's hourly rate is to be determined by dividing his/her regular daily salary by the length of the teacher's day. Salary adjustments shall be made on the basis of the teacher's contract.

15.5 Teachers involved in extra duty assignments set forth in Appendix B-3 & B-4 which are attached to and incorporated in this Agreement shall be compensated in accordance with the provisions of this Agreement without deviation. When posted and filled, teachers involved in extra duty assignments set forth in Appendix B-3 & B-4, which is attached to and incorporated in this Agreement without deviation. In no case shall the extra duty schedule be considered part of the basic salary schedule.

15.6 As a result of Twenty (20) years of continuous service to the school district, a teacher, upon retirement, resignation or termination, shall be paid for accumulated sick leave at the rate of $85.00 per day to a total maximum of $3825.

15.7 Payroll Schedule

Members may elect to receive their salary under one of the following options:

A. Contract year: Spread in equal installments over the contract year, generally September to August (26 pays).

B. The above language shall not be construed to prohibit the first pay from beginning in August when the bi-weekly payroll schedule dictates.

C. It is also recognized that from time to time it will be necessary to schedule contract pays over 27 pays instead of 26 pays. In that case, the following will occur: Contract year pays will be spread over 27 pays.

D. A determination shall be made by April 1 of each year whether 27 pays will be required for the following contract year. The association president shall be notified by April 1 if it is determined that 27 pays shall be necessary.

# ARTICLE 16 - INSURANCE

16.1 An application form must be completed by all teachers wanting to be insured or requesting changes in their coverage.

16.2 Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, or third party administrator, and per Public Act 152, the Board shall pay up to the established hospital/medical premium payment cap on behalf of employee and his/her eligible dependents. Insurance coverage will become effective with the first day of active employment, and enrolled for coverage by the carrier, Retiring employee's coverage will terminate on the last day of the month of retirement.

16.3 Premiums are remitted to the insurance carrier each month. For teachers completing the school year, premiums will be remitted for June, July, and August. The premium remitted monthly to the insurance carrier is for insurance coverage for the ensuing month.

16.4 For teachers terminating their employment on or before the (15th) fifteenth of the month, no premium will be remitted to the insurance carrier for the ensuing month. For example, a teacher terminating his/her employment on March 12 would not have a premium remitted on his/her behalf to the insurance carrier for insurance coverage for the month of April.

16.5 It is agreed that the Board will provide to all eligible teachers under this agreement the Medical Insurance Program found in Appendix "C". For the term of this agreement, the Board shall be obligated to pay not more than the total sum of the hard cap limitation on all health insurance premiums inclusive of all taxes, fees, and assessments applicable to the health insurance premiums.

16.6 The Board shall pay the premium for supplemental life insurance for all teachers in the amount of $50,000. In the event of accidental death or dismemberment, the insurance provided herein will pay double the amount.

16.7 Insurance premiums for teachers working less than thirty (30) hours per week as defined in the Affordable Care Act will be prorated in the same proportion as their work schedule is to the work schedule of a full time K-12 classroom teacher.

16.8 The Board shall contribute only once for medical-hospitalization insurance for each family. For example, the Board will not contribute twice the monthly premium if both husband and wife are employed by the Board.

16.9 The Board agrees to provide each teacher with the following long-term disability insurance program.

A. Benefits up to seventy (70%) percent of contractual salary to take effect thirty (30) non-consecutive work days from the first date of disability.

B. No pre-existing conditions.

C. Medical Premium Expense Benefit: LTD Insurance provider will pay up to $1,500 per month for twenty-four (24) months of medical insurance premiums.

16.10 The board will provide vision and dental coverage for all teachers. The vision care program will be EyeMed. The dental care program is covered under Blue Cross Blue Shield. (See Appendix "C")

16.11 The parties agree that the Board will have the authority to change carriers for life, vision, L.T.D., and dental, provided that, specifications and benefit levels are the same or exceed those of the current plan. The Association's negotiation team has the right to review and approve any changes.

16.12 Any teacher whose assignment is less than full time will have their benefits, excluding Hospital, Medical Insurance, prorated. All other teachers will receive full fringe benefits, subject to cost sharing program described in section (2) two and (6) six above.

16.13 The employer shall provide a cash option in lieu of health benefits. Cash in lieu payments to $250.00 per month and maintain insurance options for staff. However, due to PPACA requirements, the contract will provide that employees electing cash in lieu, shall verify in writing at open enrollment that they have access to alternate health coverage from another source, such as a spouse's employer, that satisfies the minimum requirements of the ACA.

The Employer shall also formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code. The amount of cash payment received may be applied by the bargaining unit member to a tax-deferred annuity. To elect a tax-deferred annuity, the bargaining unit member must enter into a salary reduction agreement. All costs relating to the implementation and administration of the benefits under this program shall be borne by the employer.

16.14 In the event of the death of a bargaining unit member, the Board will pay the COBRA insurance premium for a period of sixty (60) days, to begin on the first month following the date of death. Dependents must continue to meet all eligibility requirements established in the policy. Dependents must file all necessary paperwork to enroll in COBRA.

# ARTICLE 17 - SPECIAL AND STUDENT TEACHING ASSIGNMENTS

17.1 No regularly assigned teacher shall be used as a substitute teacher unless it is a scheduled part of the total teaching hours except in an emergency. It being expressly understood that the failure of a substitute to arrive on schedule or the inability of the Board to secure a substitute will be considered an emergency.

17.2 A supervisory teacher of student teachers shall be a teacher with a minimum of acceptable academic preparation who voluntarily accepts the assignment and shall be known as a Supervisory Teacher.

17.3 The full amount of monies made available to the district by the placing University shall be paid to the Supervising Teacher involved in accordance with the University contract language.

17.4 The Supervising Teacher is legally responsible for the conduct and learning of the students assigned to him/her and shall therefore assign duties to student teachers only after careful planning of student learning experiences and within the demonstrated competence of the student teacher in meeting the demands of the various situations with which he/she may be confronted.

17.5 The Supervising Teacher shall give the Student Teacher ample opportunity to observe teaching procedures and adjusting to classroom and general school routine prior to the Student Teacher's first supervised teaching experience.

17.6 Opportunity for classroom instruction shall be given to the student teacher in a staggered sequence, the time allotment being determined by the subject or unit being studied and the Student Teacher's relationship with students,

17.7 When the student teacher has acquired the necessary competence and confidence to teach full time, the supervisory teacher may then turn over the entire day's classes to the student teacher, for a day or several days, in accordance with the Student Teacher's University guidelines.

17.8 Only tenured teachers shall have a student teacher assignment. No one (1) teacher shall have more than one (1) student teacher per year with administrative approval.

# ARTICLE 18 - STUDENT DISCIPLINE AND TEACHER PROTECTION

18.1 It shall be the Board's responsibility to provide an atmosphere in each building that will give support and assistance to teachers that will enable them to maintain control and discipline in the classroom.

18.2 The Board shall reimburse teachers for any loss, damage or destruction of clothing or personal property sustained by the teacher while on duty due to student negligence or while enforcing or maintaining student discipline and order during school hours or at school activities. No claims shall be made for payment under this article for claims less than $20.00 or for claims in excess of $500.00. However, the Board agrees to a payment of up to $1000.00 of the deductible amount on auto or other insurance carried by the teacher. Such claims shall be presented to the Superintendent or his/her designated representative for review and recommendation of payment.

18.3 Assault and Harassment. Any case of assault or harassment upon a teacher, which had its inception in a school-centered problem, the chain of command shall be followed at that point (principal, superintendent, board of education personnel committee). If the assault or harassment was by student(s), administration shall promptly investigate the matter and determine suitable treatment for the student(s). This decision shall be communicated to the teacher concerned. Further, upon receiving the report of the assault or harassment, the administration will immediately implement the applicable provisions of board policy and/or student handbook.

18.4 Where the teacher is sued in the case above, any teacher not otherwise covered by insurance, either by MEA or some independent insurance carrier, may apply to the Board for legal assistance. If the Board and legal counsel determines that the teacher has acted within the scope of Board policy, the Board will provide legal counsel to the teacher to advise him/her of his/her rights in the given incident. It being expressly understood that this advice may also include a trial but not an appeal thereof.

18.5 Loss of time, injury at school. Any injury, including assaults, which arises out of or occurs in the course of employment of a teacher shall be promptly reported to the building principal. The teacher shall be supplied with the appropriate forms in the event a workers' compensation claim is to be filed. If a teacher is involved in an assault as mentioned in 17.3 above, and the Board determines that the teacher has acted within the scope of Board policy, the teacher will not suffer a loss of sick days as a result of an injury incurred during the assault. Further, the district will supplement compensation (if not determined to be an "offset" under the LTD/workers' compensation rules) to the extent needed to bring the total compensation to the current daily salary level of the assaulted staff person when only partial wages are being paid by workers' compensation, LTD, and/or social security disability, for the period disability, but not longer than the equivalent of the qualification period of thirty (30) for LTD as provided for in Article 15. Insurance benefits will be provided by the district for the same period. In the event of an injury arising out of an assault, which occurred because the teacher was not acting within the scope of Board policy, accumulated sick leave may be used. However, it is

expressly understood that the teacher may be subject to disciplinary action by the Board if the situation warrants same.

18.6 Citizens of the school district are encouraged to visit the schools and classrooms to observe the work of students, teachers and employees, consistent with applicable legal standards. In order to assure that there are no distractions or interruptions of classroom instruction, visitors are to report to the building Principal's office first to receive authorization to visit elsewhere in the building. The teacher has responsibility to provide meaningful instruction to all of the students assigned to her/him. Therefore, visitations to classrooms shall be scheduled and planned by the Principal and teacher at a time least disruptive to the instruction of the students. Visitations are not to be used for the discussion of educational issues of a personal nature or at the expense of the teacher's responsibility to all of the students, and in accordance with applicable legal standards. The Principal shall be present in the classroom during the visitation if the teacher so requests.

18.7 Persons wishing to discuss educational issues of a personal nature with a teacher shall make arrangements with the teacher to meet at a time when the teacher is not engaged in classroom responsibilities or student supervision.

## ARTICLE 19 - PROFESSIONAL GRIEVANCE PROCEDURE

19.1 A claim by a teacher or the Association that there has been an alleged violation of the expressed terms of this Agreement may be processed as a grievance as hereinafter provided. The Association shall designate an official to sign grievances filed on behalf of the Association. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next level of this procedure within the time allotted had the decision been given. Failure to appeal a decision within the specified time limits shall be deemed an acceptance of the decision. The time limits specified in this procedure may be extended in any specific instance by mutual agreement in writing.

19.2 The dismissal of a tenured teacher shall be subject to the procedures prescribed by the Tenure Act.

19.3 The termination of services of or failure to re-employ a probationary teacher shall not be subject to the grievance procedure.

19.4 The Board retains the sole right to reprimand or discharge teachers in regard to their extra-contractual duties.

19.5 During the school year the term "days" as used herein shall mean days in which school is in session. At other times of the year the term "days" shall mean calendar days excluding weekends and holidays.

19.6 Written grievances as required herein shall contain the following:

A. It shall be signed by the grievant or grievants.
B. It shall be specific.
C. It shall contain a synopsis of the facts giving rise to the alleged violation.
D. It shall cite the section or subsections of this Agreement alleged to have been violated.

E. It shall contain the date of the alleged violation.
F. It shall specify the relief requested.

19.7 Level One-In the event that the grievant believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with her/her building principal either personally or at his/her option accompanied by an Association representative. Such discussion shall be instituted by the grievant within five (5) days of the alleged occurrence, which was the basis for the grievance. If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and submit it to his/her building principal. If no resolution is obtained within three (3) days of the submission of the written grievance, the grievant shall proceed within five (5) days of submitting the written grievance to level two. If a resolution is reached, a written copy of the agreement, signed by the grievant and the Superintendent, shall be provided to both parties.

19.8 Level Two-A copy of the written grievance shall be filed with the Superintendent or his/her designated representative with the endorsement thereon of the Association if it decides to process the grievance with the grievant. Within five (5) days of the receipt of the written grievance, the Superintendent or his/her designated representative shall arrange a meeting with the grievant and/or the designated Association representative at the option of the teacher to discuss the grievance. Within five (5) days of the discussion the Superintendent or his/her designated representative shall render his/her decision in writing, transmitting a copy of the same to the grievant, the Association Secretary, the Building Principal in which the grievance arose, and place a copy of the same in a permanent file in his/her office.

19.9 If no decision is rendered within ten (10) days of the discussion with the Superintendent or his/her designated representative or the decision is unsatisfactory to the grievant, he/she may appeal the same to the Board of Education Grievance Review Committee, within 10 days, by filing a written grievance along with the decision of the Superintendent or his/her designated representative with the Secretary of the Board. A copy of all paperwork sent to the Secretary of the Board will also be sent to the Superintendent. The Board of Education Grievance Review Committee shall be appointed by the President of the Board of Education and shall consist of two Board members and one administrator who is not involved in the grievance.

19.10 Level Three — Within ten (10) days of the receipt of the written grievance, the Board of Education Grievance Review Committee shall meet with representatives that have been appointed by the President of the Association, the grievant, and the building principal with whom the grievance originated for the purpose of resolving the grievance. The Board of Education Grievance Review Committee will render a decision within ten (10) days after the last meeting with the Association representatives.

19.11 In no case shall a grievance be returned to a lower level of the grievance procedure for consideration unless by mutual agreement of both parties.

19.12 If the Association is not satisfied with the disposition of the grievance at level three, the Association may within ten (10) days after the decision is rendered submit the grievance to arbitration.

19.13 If the parties cannot agree as to the arbitrator, he/she shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceedings any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. The arbitrator shall have no power to set the salary scale for the entire Association. In all other matters both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction. The Board and the Association agree that in this case they will make every possible effort to conform to the decision of the arbitrator.

19.14 Expedited arbitration may be used if it is mutually agreed to by the Association and the Board.

19.15 The fees and expenses of the Arbitrator shall be shared equally by the parties.

19.16 The time limits provided in this Article shall be strictly observed. Should a grievant fail to institute or appeal a decision within the time limits specified or leave the employ of the Board, all further proceedings on a previously instituted grievance shall be barred. There is no obligation of the Association to become a party to a grievance and the Association may drop itself from the proceedings at any time.

19.17 No more than one grievance concerning the same incident may be processed. In the event of the timely filing of a grievance that the Superintendent believes will be governed by the resolution of a grievance previously filed, the subsequent grievance shall not be processed pending resolution of the previously filed grievance.

19.18 No grievance shall be adjusted without prior notification to the Association and the opportunity for an Association representative to be present, nor shall an adjustment of a grievance be inconsistent with the terms of the Agreement. However, nothing herein contained shall be construed to prevent any individual teacher from presenting a grievance without the intervention of the Association.

# ARTICLE 20 - MISCELLANEOUS PROVISIONS

20.1 Any individual contract between the Board and an individual teacher, heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement.

20.2 To permit effective planning of educational programs, teachers will be asked each year to express their intention to return to their positions in the school district for the following school year. Such "Letters of Intent" are not contracts and are not binding, but indicate the teachers' plans at the time of signing. "Letters of Intent" will be sent out on or about April 1 of each year with a requested return on or about April 15.

20.3 Communications to the Association shall be addressed to the President of the St. Louis Education Association/MEA/NEA except as provided elsewhere in this Agreement.

20.4 If any provision of this Agreement or any application of the Agreement to any employee 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.

20.5 An emergency manager appointed under the Local Government and School District Fiscal Accountability Act, MCL 141.1501 et seq., shall have the authority to reject, modify, or terminate the collective bargaining agreement as provided in that Act.

# ARTICLE 21 - DURATION

21.1 This Agreement incorporates the entire understanding of the parties on all issues which were or could have been subject to negotiation. During the term of this Agreement, neither party will be required to negotiate with respect to any such matters whether or not covered by this Agreement and whether or not within the knowledge and contemplation of either or both parties at the time they negotiated or signed this Agreement.

21.2 At least 60 calendar days prior to the expiration of this Agreement, the parties will open negotiations for a new Agreement covering wages, hours, terms and conditions of employment for the bargaining unit.

21.3 This Agreement shall be effective August 20,2024 and shall continue in effect up to and including June 30, 2027. The agreement will be reopened in 2026 for the purpose of negotiating Article 15 -Professional Compensation. Any increase shall be applied to the salary schedule and will be retroactive to the beginning of the 2026-2027 school year. This will be reflected in member's pay within 30 days of ratification by the St. Louis Public Schools Board of Education.

**Education Association**

By Carmen Bajena
Carmen Bajena, Negotiator

By Theresa Vance
Theresa Vance, Negotiator

By
Erin Busch-Grabmeyer, SLEA President

By Jessica Plont
Jessica Plont, Negotiator

By
Angela Starry, Negotiator

**Board of Education**

By
Carrie Salladay, President

By Kelly Bebow
Kelly Bebow, Vice President

By Donald Kelley
Donald Kelley, Secretary

By
John Pavlik, Treasurer

By Carrie Beeson
Carrie Beeson, Trustee

By
William Bosquez, Trustee

By
Chad Clark, Trustee

# ARTICLE 22 - SUPPLEMENTAL RETIREMENT STIPEND

22.1 To be eligible for participation in this program, a teacher must satisfy all of the following requirements:

A. Completion of a minimum of twelve years of teaching service in the St. Louis Public Schools District (excluding periods of layoff and unpaid leave).
B. The teacher must be employed with the district and on active duty as of the date of submission of resignation and until his/her retirement.
C. The teacher must submit a written and irrevocable resignation to be effective July 1 of the current year (or the beginning of the month after a teacher's age becomes 55 for the MPSERS Basic Program) to the district, not later than March 15 of the same year.
D. The teacher must be eligible to receive retirement benefits from the Michigan Public Schools Employees Retirement System (MPSERS). The teacher shall provide documentation as required by the administration to confirm retirement eligibility by March 15 of the current year. If MPSERS eligibility cannot be documented to the satisfaction of the Superintendent (and as of) June 30th, the teacher shall not be eligible for the Supplemental Retirement Stipend, his/her resignation letter shall be deemed void, and he/she shall remain actively employed by the St. Louis Public Schools.
E. The teacher must sign the "Waiver and Release" form and "Letter of Resignation" form letters available in the Office of the Superintendent.
F. All teachers shall be deemed to be on notice of the following:
    1. Any teacher considering participation in this Supplemental Retirement Stipend program is expressly advised and encouraged to consult with an attorney before signing the documents required for participation in this program.
    2. Any teacher who executes the documents required herein for participation in the Supplemental Retirement Stipend program shall be permitted to revoke said documents and withdraw from participation in the program by submitting a signed and dated written notice to such effect, which must be received by the district within seven (7) calendar days of the date on which the documents were originally signed.
    3. A list is available on request from the office of the Superintendent of Schools of the ages of teachers known to satisfy the eligibility requirements of Section 22.1A and the ages of those teacher who do not satisfy the requirement. The district is unable to provide similar information as to the eligibility requirement of Section 22.1-D because it does not possess the relevant data.

22.2 A teacher who satisfies the requirements set forth above to receive the Supplemental Retirement Stipend, shall be granted, by the Board, cash payments according to the following schedule:

| **Years of Service (all ORS credited years)** | Payment |
|---|---|
| 25-30 | $20,000 |
| 31+ | $0 |

A teacher who reaches the 30th year during the school year shall be allowed to complete the year without penalty. The 30 years of service time limit will be waived for a teacher, who is unable under MPSERS guidelines, to retire after 30 years, provided that the teacher does retire in the first year of eligibility under MPSERS guidelines.

The cash payment will be made in two equal installments for two years: no earlier than July 1st of the current year, and not later than June 30th of the next fiscal year.

Retiring teachers qualifying for the above-described cash payments will have their payments deposited in a 403(b) plan, chosen mutually by the Board of Education and the SLEA, less any FICA, federal or state income tax, or other deductions required by law or contract.

22.3 The cash payments will be made to the estate of the retiring teacher in the event of that teacher's death subsequent to receiving all payment to which he/she is entitled.

# ARTICLE 23 - ADDITIONAL COMPENSATION FOR EXTRA DUTY

23.1 Extra duty shall be defined as a service of an extended or extensive nature which is performed by teachers in addition to the regular contractual assignments. All vacancies in extra duty positions will be posted for six (6) days prior to being filled. When possible, said postings shall occur in the Spring and filled by the end of the current school year. Contract riders will be issued annually without provision for tenure.

23.2 Teachers shall not be required to accept extra duty assignments.

23.3 Qualified applicants from the bargaining unit will have an equal opportunity to apply for all extra work/extra pay positions.

23.4 The compensation for teachers accepting extra duty assignments shall be found in Appendix B-3 and B-4. When compensation is established as a percent of the B.A. salary schedule, the step on said salary schedule for the purposes of determining compensation for teachers accepting extra duty assignments shall be based on the number of years experience a teacher has obtained in directing the specific sport or activity in the St. Louis Schools; credit will also be granted for experience in that specific sport or activity obtained from another school district or a source other than a school district. Experience credit will be granted through step 7 of the B.A. salary schedule. Coaches who were grandfathered in the previous contract and were being paid on a level higher than step 7 will continue on their step.

23.5 The increment steps shall correspond to the number of years which the person has served in a particular extra-pay job up to the maximum allowed. Personnel who have previously held an extra-duty assignment shall be given credit on this schedule for past experience if they return to the assignment within three (3) years of coached said sport in another

district. A person who holds more than one extra-duty position shall be entitled to increments for each of those assignments for which increments are normally given.

23.6 A person who moves from an assignment to a similar assignment of a lower or higher rank will be credited for the number of years of experience at the original assignment.

23.7 If any teacher holding an extra work/extra pay position is not going to be re-hired for the following school year, the teacher shall be notified in writing of the reasons for removal from the position no more than 45 days from the end of the season or 45 days prior to the end of the school year, whichever is applicable. Should the teacher disagree with the stated reasons for dismissal he/she may appeal said dismissal to the Superintendent and/or the Board of Education.

23.8 A person may not coach two varsity sports simultaneously. The cross-country team is made up of boys and girls but is classified as one position.

23.9 If the league sport/activity does not have enough participants to compete in sanctioned meets/games, the sport/activity may be dropped for that season. Salary will be pro-rated for service rendered prior to the dropping of the sport/activity.

23.10 All clinic/professional improvement day(s) for advisors/coaches must be approved by the athletic directors and building administrator.

23.11 Registration fees for mandatory coaching clinics, not to exceed $200 per registration, will be paid by the district, Coaches will be responsible for all other expenses.

# ST. LOUIS PUBLIC SCHOOLS | 2024-2025 CALENDAR

## AUGUST '24

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | |

20 - Teacher P.D. (6 hours)
21 - Teacher P.D. (6 hours)
22 - Teacher P.D. (6 hours)
22 - SLHS/TSN/Nikkari/CK Open Houses
26 - First Day of School (Early Release -Teacher P.D.)
30 - No School
Student Days = 4/Teacher Days = 7

## SEPTEMBER '24

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |
| | | | | | | |

2 - No School (Labor Day)
25 - Early Release (Teacher P.D.)

Student Days = 20
Teacher Days = 20

## OCTOBER '24

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |
| | | | | | | |

14 - PT Conf. (CK/Nik.)
15 - PT Conf. (TSN/HS)
16 - PT Conf. (CK/Nik.)
17 - PT Conf. ( TSN/HS)
18 - Early Release (Staff & Students)
25 - End of 1st Marking Period
31 - Early Release (Teacher P.D.)
Student Days = 23/Teacher Days = 23

## NOVEMBER '24

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | | | | | | |

5 - No School -Teacher P.D.
15 - No School (Safety Day)
27 - Early release (Staff & Students)
28-29 - Thanksgiving Break

Student Days = 17
Teacher Days = 18

## DECEMBER '24

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |
| | | | | | | |

11 - Early Release (Teacher P.D.)
23-31 - No School (Holiday Break)

Student Days = 15
Teacher Days = 15

## JANUARY '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | | | | | | |

1-3 - No School (Holiday Break)
17 - End of 1st Semester
29 - Early Release (Teacher P.D.)

Student Days = 20
Teacher Days = 20

## FEBRUARY '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | |
| | | | | | | |

17 - No School (Mid-Winter Break) (Tentative Make-up Day)

Student Days = 19
Staff Days = 19

## MARCH '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

5 - Early Release (Teacher P.D.)
21 - End of 3rd marking Period
21-28 - No School (Spring Break)

Student Days = 15
Staff Days = 15

## APRIL '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | | | | |

18 - No School

Student Days = 21
Staff Days = 21

## MAY '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | |

7 - Early Release (Teacher P.D.)
22 - Graduation
26 - No School (Memorial Day)

Student Days = 21
Staff Days = 21

## JUNE '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |
| | | | | | | |

6 - Last Day of School (Early Release Staff and Students)

Student Days = 5
Staff Days = 5

Total Student Days =180
Total Teacher Days =184

# ST. LOUIS PUBLIC SCHOOLS | 2025-2026 CALENDAR

## AUGUST '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

20 - Teacher P.D. (6 hours)
20 - SLHS/Nikkari Open House
21 - Teacher P.D. (6 hours)
21 - TSN/CK Open House
25 - First Day of School (Early Release -Teacher P.D.)
29 - No School

Student Days = 4/Teacher Days = 6

## SEPTEMBER '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |
| | | | | | | |

1 - No School (Labor Day)
24 - Early Release (Teacher P.D.)

Student Days = 21
Teacher Days = 21

## OCTOBER '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | | | | | | |

13 - PT Conf. ( TSN/HS)
14 - PT Conf. (CK/Nik.)
15 - PT Conf. (TSN/HS)
16 - PT Conf. (CK/Nik.)
17 - Early Release (Staff & Students)
29 – Early Release (Teacher P.D.)

Student Days = 23
Teacher Days = 23

## NOVEMBER '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

19 - Early Release (Teacher P.D.)
26 - Early Release (Staff & Students)
27-28 - Thanksgiving Break

Student Days = 18
Teacher Days = 18

## DECEMBER '25

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |
| | | | | | | |

22-31 - No School (Holiday Break)

Student Days = 15
Teacher Days = 15

## JANUARY '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | |

1-2 - No School (Holiday Break)
16 -End of 1st Semester
21 - Early Release (Teacher P.D.)

Student Days = 20
Teacher Days = 20

## FEBRUARY '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | | | | | | |
| | | | | | | |

16 - No School (Mid-Winter Break) (Tentative Make-up Day)
25 - Early Release (Teacher P.D.)

Student Days = 19
Staff Days = 19

## MARCH '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |
| | | | | | | |

18 - Early Release (Teacher P.D.)
27-31 - No School (Spring Break)

Student Days = 19
Staff Days = 19

## APRIL '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |
| | | | | | | |

1-3 - No School (Spring Break)
15 - Early Release (Teacher P.D.)

Student Days = 19
Staff Days = 19

## MAY '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

6 - Early Release (Teacher P.D.)
21 - Graduation
22 - No School
25 - No School (Memorial Day)

Student Days = 19
Staff Days = 19

## JUNE '26

| S | M | T | W | Th | F | S |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |
| | | | | | | |

3 – Last Day of School (Early Release Staff & Students)

Student Days = 3
Staff Days = 3

Total Student Days =180
Total Teacher Days =182

# ST. LOUIS PUBLIC SCHOOLS | 2026-2027 CALENDAR

| | |
|---|---|
| Wednesday, August 19, 2026 | Teacher Professional Development 6 Hours (No Students) |
| Wednesday, August 19, 2026 | Open Houses: TSN & Carrie Knause |
| Thursday, August 20, 2026 | Teacher Professional Development 6 Hours (No Students) |
| Thursday, August 20, 2026 | Open Houses: SLHS & Nikkari |
| Monday, August 24, 2026 | First Day of School: Early Release Students (Teacher PD) |
| Friday, August 28, 2026 | No School |
| September 4 -7, 2026 | No School – Labor Day Weekend |
| Wednesday, September 23, 2026 | Early Release Students (Teacher PD) |
| Monday, October 12, 2026 | Parent Teacher Conferences 4:00 p.m. -7:30 p.m. (CK/Nikkari) |
| Tuesday, October 13, 2026 | Parent Teacher Conferences 4:00 p.m. -7:30 p.m. (TSN/SLHS) |
| Wednesday, October 14, 2026 | Parent Teacher Conferences 4:00 p.m. -7:30 p.m. (CK/Nikkari) |
| Thursday, October 15, 2026 | Parent Teacher Conferences 4:00 p.m. -7:30 p.m. (TSN/SLHS) |
| Friday, October 16, 2026 | Early Release Staff and Students |
| Wednesday, October 28, 2026 | Early Release Students (Teacher PD) |
| Tuesday, November 3, 2026 | GIRESD Teacher PD – No Students (6 Hours) |
| Wednesday, November 25, 2026 | Early Release Staff and Students |
| Thurs/Fri, November 26-27, 2026 | No School: Thanksgiving Break |
| Dec 23, 2026 - January 1, 2026 | No School: Winter Break |
| Monday, January 4, 2026 | Return to school |
| Tuesday, January 20, 2027 | Early Release Students (Teacher PD) |
| Monday, February 15, 2027 | No School: Mid-Winter Break (Tentative Make-up Day) |
| Wednesday, February 24, 2027 | Early Release Students (Teacher PD) |
| March 26 - April 2, 2027 | No School: Spring Break |
| Monday, April 5, 2027 | Return to School |
| Wednesday, April 14, 2027 | Early Release Students (Teacher PD) |
| Wednesday, May 5, 2027 | Early Release Students (Teacher PD) |
| Thursday, May 20, 2027 | Graduation |
| Friday, May 21, 2027 | No School |
| May 28-31, 2027 | No School: Memorial Day Weekend |
| Thursday, June 3, 2027 | Last day of School: Early release Staff and Students |

180 Student Days
183 Teacher Days

# APPENDIX B-1

**2024-2025**

**2.25% increase - Employees will receive a step and 2.25% on scale.**

**Effective 9/1/2024**

| Level | BA | BA+20 | MA | MA+18 |
|---|---|---|---|---|
| 0 | $40,900.00 | $41,053.38 | $42,377.80 | $42,974.68 |
| 1 | $41,587.42 | $42,622.67 | $44,495.32 | $44,909.64 |
| 2 | $43,565.01 | $44,654.78 | $46,612.85 | $47,050.12 |
| 3 | $45,544.79 | $46,683.28 | $48,734.74 | $49,189.51 |
| 4 | $47,525.67 | $48,715.12 | $50,852.27 | $51,326.71 |
| 5 | $49,505.45 | $50,741.38 | $52,970.88 | $53,466.10 |
| 6 | $51,487.41 | $52,772.11 | $55,091.68 | $55,606.58 |
| 7 | $53,466.10 | $54,802.83 | $57,210.30 | $57,745.97 |
| 8 | $55,445.88 | $56,832.45 | $59,325.64 | $59,880.98 |
| 9 | $57,426.75 | $58,863.17 | $61,446.44 | $62,021.46 |
| 10 | $59,408.72 | $60,890.55 | $63,565.06 | $64,160.85 |
| 11 | $61,388.50 | $62,922.39 | $65,682.58 | $66,296.96 |
| 12 | $63,368.28 | $64,949.77 | $67,803.38 | $68,436.35 |
| 13 | $63,653.44 | $65,242.05 | $68,142.40 | $68,778.53 |
| 14 | $63,939.88 | $65,535.63 | $68,483.11 | $69,122.43 |
| 15 | $64,227.61 | $65,830.55 | $68,825.52 | $69,468.03 |
| 16 | $65,348.06 | $66,981.62 | $69,922.32 | $70,576.83 |
| 17 | $65,642.13 | $67,283.03 | $70,271.93 | $70,929.71 |
| 18 | $65,937.52 | $67,585.81 | $70,588.15 | $71,248.89 |
| 19 | $66,234.24 | $67,889.94 | $70,905.80 | $71,569.52 |
| 20 | $67,327.84 | $69,010.11 | $72,041.14 | $72,715.12 |
| 21 | $67,630.82 | $69,320.66 | $72,365.33 | $73,042.34 |
| 22 | $67,935.16 | $69,632.60 | $72,690.97 | $73,371.03 |
| 23 | $68,240.87 | $69,945.94 | $73,018.08 | $73,701.20 |
| 24 | $71,287.40 | $73,070.44 | $76,278.79 | $76,991.71 |
| 25 | $71,572.55 | $73,362.73 | $76,583.90 | $77,299.67 |
| 26 | $71,858.84 | $73,656.18 | $76,890.24 | $77,608.87 |
| 27 | $72,146.28 | $73,950.81 | $77,197.80 | $77,919.31 |
| 28 | $72,434.87 | $74,246.60 | $77,506.59 | $78,230.99 |
| 29 | $72,724.61 | $74,543.59 | $77,816.63 | $78,543.91 |
| 30 | $73,015.50 | $74,841.76 | $78,127.89 | $78,858.09 |

Placement on the salary schedule will be determined by the teacher's academic standing at the beginning of the school year. To qualify for horizontal movement on the salary schedule, a teacher must take classes from a regional accrediting commission approved college or university that are part of a planned program for an advanced degree beyond a bachelor's or re-certification. Classes shall be of the graduate level in education or in their field of specialization or be approved prior to enrollment in the course by the superintendent and the SLEA President. Classes needed to obtain the teachers initial certification and pre-degree classes do not qualify. Any teacher who receives an IE (ineffective) rating, shall not be granted increases until their rating is Effective. Any teacher who receive a ME (minimally effective) rating for two consecutive years, shall not be granted increases until their rating is effective.

# APPENDIX B-1

**2025-2026**

**2.0% increase - Employees will receive a step and 2.0% on scale.**

**Effective 9/1/2025**

| Level | BA | BA+20 | MA | MA+18 |
|---|---|---|---|---|
| 0 | $41,718.00 | $41,874.44 | $43,225.35 | $43,834.18 |
| 1 | $42,419.17 | $43,475.13 | $45,385.23 | $45,807.84 |
| 2 | $44,436.31 | $45,547.87 | $47,545.10 | $47,991.13 |
| 3 | $46,455.69 | $47,616.95 | $49,709.44 | $50,173.30 |
| 4 | $48,476.18 | $49,689.42 | $51,869.31 | $52,353.25 |
| 5 | $50,495.55 | $51,756.21 | $54,030.30 | $54,535.42 |
| 6 | $52,517.16 | $53,827.55 | $56,193.52 | $56,718.71 |
| 7 | $54,535.42 | $55,898.89 | $58,354.51 | $58,900.89 |
| 8 | $56,554.80 | $57,969.10 | $60,512.15 | $61,078.60 |
| 9 | $58,575.29 | $60,040.44 | $62,675.37 | $63,261.89 |
| 10 | $60,596.90 | $62,108.36 | $64,836.36 | $65,444.07 |
| 11 | $62,616.27 | $64,180.84 | $66,996.23 | $67,622.90 |
| 12 | $64,635.65 | $66,248.76 | $69,159.45 | $69,805.07 |
| 13 | $64,926.51 | $66,546.89 | $69,505.24 | $70,154.10 |
| 14 | $65,218.68 | $66,846.35 | $69,852.78 | $70,504.87 |
| 15 | $65,512.16 | $67,147.16 | $70,202.03 | $70,857.39 |
| 16 | $66,655.02 | $68,321.25 | $71,320.76 | $71,988.36 |
| 17 | $66,954.98 | $68,628.69 | $71,677.37 | $72,348.30 |
| 18 | $67,256.27 | $68,937.52 | $71,999.92 | $72,673.87 |
| 19 | $67,558.93 | $69,247.74 | $72,323.92 | $73,000.91 |
| 20 | $68,674.40 | $70,390.31 | $73,481.97 | $74,169.42 |
| 21 | $68,983.44 | $70,707.07 | $73,812.64 | $74,503.18 |
| 22 | $69,293.86 | $71,025.25 | $74,144.79 | $74,838.45 |
| 23 | $69,605.69 | $71,344.86 | $74,478.44 | $75,175.22 |
| 24 | $72,713.15 | $74,531.85 | $77,804.37 | $78,531.54 |
| 25 | $73,004.01 | $74,829.99 | $78,115.58 | $78,845.67 |
| 26 | $73,296.02 | $75,129.30 | $78,428.04 | $79,161.05 |
| 27 | $73,589.20 | $75,429.82 | $78,741.75 | $79,477.70 |
| 28 | $73,883.57 | $75,731.54 | $79,056.73 | $79,795.61 |
| 29 | $74,179.10 | $76,034.46 | $79,372.96 | $80,114.79 |
| 30 | $74,475.81 | $76,338.60 | $79,690.45 | $80,435.25 |

Placement on the salary schedule will be determined by the teacher's academic standing at the beginning of the school year. To qualify for horizontal movement on the salary schedule, a teacher must take classes from a regional accrediting commission approved college or university that are part of a planned program for an advanced degree beyond a bachelors or re-certification. Classes shall be of the graduate level in education or in their field of specialization or be approved prior to enrollment in the course by the superintendent and the SLEA President. Classes needed to obtain the teachers initial certification and pre-degree classes do not qualify. Any teacher who receives an IE (ineffective) rating, shall not be granted increases until their rating is Effective.

# APPENDIX B-2
# EXTRA PAY FOR EXTRA WORK

| | |
|---|---|
| High School Band | $2255 |
| Middle School Band | $1705 |
| Summer Band | $935 |
| Steel Drum Club | $935 |
| Musical | $1650 |
| National Honor Society | $1650 |
| Rotary Interact | $1155 |
| Plays, High School (not to exceed 3 plays per year) | $1155 |
| Plays, Middle School | $770 |
| Student Council, High School | $1155 |
| Student Council, Middle School | $825 |
| Pep Club Advisor | $1155 |
| High School Yearbook | $2035 |
| Middle School Yearbook | $605 |
| Nikkari News | $880 |
| Carrie Knause News | $880 |
| Elementary Yearbook each building | $440 |
| Reading Corps | $600/first tutor<br>$300/each add'l tutor |
| FFA Advisor | $1375 |
| Weightlifting Club | $1611.50 |
| 9th Grade Class Advisor | $605 |
| 10th Grade Class Advisor | $605 |
| 11th Grade Class Advisor | $715 |
| 12th Grade Class Advisor | $715 |
| Summer Agriculture, 6-week program | $1705 |
| Middle School Magazine Coordinator | $550 |
| Spanish Club | $1155 |
| Art Club | $385 |
| Links | $1155 |
| GSA | $385 |
| Stratford Trip Supervisor | $220 |
| Career Fair Advisor ((Per Advisor, maximum 2 advisors) | $935 |
| BPA (Per Advisor, maximum 2 advisors) | $935 |
| (1 additional advisor as needed if filled) | $467.50 |
| Mentors 1st Year | $467.50 |
| Mentors 2nd Year | $357.50 |
| Mentors 3rd Year | $247.50 |
| Driver Education | $24.75 |
| Chaperones | |
| Spectator Buses | $33.00 |
| High School Mixers | $33.00 |
| Formal Dances | $38.50 |

# APPENDIX B-2
# EXTRA PAY FOR EXTRA WORK

| | |
|---|---|
| Evening Elementary Musical Performances<br>(Teachers will be required to do these) | $33.00 |
| Middle School Dances | $33.00/Dance |
| After School Tutor Hall Advisor (K-12) | $33.00 |
| SAT Testing Supervisor | $385 |
| TAC Supervisor | $385 |
| Overnight trips for (4th grade Mackinac Island trip, 6th grade camp, and Nikkari Resource Room camping trip) | $110 per person per night |

At the high school level, $192.50 will be paid per advisor per Academic competition except where covered elsewhere in the contract. If the event occurs on the weekend, each advisor will be paid $330 per competition. This includes the following:

Sharks IVD, Language Arts, Model UN, Tech Team, Talent Show, Quiz Bowl, Science Olympiad, Visual Arts, Debate, Forensics

# APPENDIX B-3
# COACHING SCHEDULE

| | | |
|---|---|---|
| Football: | Head Varsity Coach | 12% |
| | Assistant Varsity Coach | $550 |
| | Head Junior Varsity Coach | 8% |
| | Assistant J.V. Coach | $550 |
| | Head Freshman Coach | 8% |
| | Assistant Freshman Coach | $550 |
| Boys Basketball: | Head Varsity Coach | 12% |
| | Junior Varsity Coach | 8% |
| | Freshman | 8% |
| | 8th grade Coach (set payment) | $1611.50 |
| | 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| | 7th grade Coach (set payment) | $1611.50 |
| | 7th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Girls Basketball: | Head Varsity Coach | 12% |
| | Junior Varsity Coach | 8% |
| | Freshman | 8% |
| | 8th grade Coach (set payment) | $1611.50 |
| | 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| | 7th grade Coach (set payment) | $1611.50 |
| | 7th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Baseball: | Head Varsity Coach | 10% |
| | Junior Varsity Coach | 7% |
| Softball: | Head Varsity Coach | 10% |
| | Junior Varsity Coach | 7% |
| Boys Track: | Head Varsity Coach | 10% |
| | Assistant Coach | $550 |
| | 7th and 8th grade Coach (set payment) | $1358.50 |
| | 7th and 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Girls Track: | Head Varsity Coach | 10% |
| | Assistant Coach | $550 |
| | 7th and 8th grade Coach (set payment) | $1358.50 |
| | 7th and 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |

# APPENDIX B-3
# COACHING SCHEDULE

| | | |
|---|---|---|
| Wrestling: | Head Varsity Coach | 12% |
| | Assistant Coach | $550 |
| | 7th and 8th grade Coach (set payment) | $1611.50 |
| | 7th and 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Volleyball: | Head Varsity Coach | 12% |
| | Head Junior Varsity Coach | 8% |
| | Head Freshman Coach | 8% |
| | 7th and 8th grade Coach (set payment) | $1358.50 |
| | 7th and 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Cross Country: | Head Varsity Coach | 10% |
| | Assistant Coach | $550 |
| | 7th and 8th grade Coach (set payment) | $1001 |
| | 7th and 8th grade Assistant Coach | $550 |
| | (if 28 or more players participate set payment) | |
| Golf: | Head Varsity Coach | 8% |
| | Head Junior Varsity Coach | 6% |
| Cheerleading: | Head Varsity Coach – Fall Season | 8% |
| | Head Varsity Coach – Winter Season | 10% |
| | 7th and 8th Grade Cheer Coach | $1221 |
| Pom Pon: | Head Varsity Coach | 10% |

# APPENDIX C
# Medical, Dental, Vision Insurance Plans

# Four Options 2024

| | PLAN 1 | | PLAN 2 | | PLAN 3 | | PLAN 4 | |
|---|---|---|---|---|---|---|---|---|
| Plan Name | Simply Blue $1000 20% | | Blue Elect Plus HSA $2000 0% | | Simply Blue HSA $2000 0% | | Blue Elect Plus HSA $1500 0% | |
| Provider Network | PPO | | POS | | PPO | | POS | |
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Single Deductible | $1,000 | $2,000 | $2,000 | $4,000 | $2,000 | $4,000 | $1,600 | $3,200 |
| Family Deductible | $2,000 | $4,000 | $4,000 | $8,000 | $4,000 | $8,000 | $3,200 | $6,400 |
| Coinsurance | 20% | 40% | 0% | 20% | 0% | 20% | 0% | 20% |
| Single Out of Pocket Max | $6,350 | $12,700 | $4,000 | $8,000 | $3,000 | $6,000 | $4,000 | $8,000 |
| Family Out of Pocket Max | $12,700 | $25,400 | $8,000 | $16,000 | $6,000 | $12,000 | $8,000 | $16,000 |
| Office Visits | $30 | Deductible, then 40% Coinsurance | Deductible, then fully covered | Deductible, then 20% Coinsurance; PCP visits must be with a BCN PCP | Deductible, then fully covered | Deductible, then 20% Coinsurance | Deductible, then fully covered | Deductible, then 20% Coinsurance; PCP visits must be with a BCN PCP |
| Urgent Care | $30 | Deductible, then 40% Coinsurance | Deductible, then fully covered | Deductible, then covered fully | Deductible, then fully covered | Deductible, then 20% Coinsurance | Deductible, then fully covered | Deductible, then covered fully |
| Emergency Room | $150 | | Deductible, then fully covered | Deductible, then fully covered | Deductible, then fully covered | | Deductible, then fully | Deductible, then fully |
| Retail | $10/$40/$80 | $10/$40/$80, plus 20% of approved amount | $4/$15/$40/$80/20% to $200/20% to $300 after deductible | NA | $10/$40/$80 after deductible | $10/$40/$80, plus 20% of approved amount after deductible | $4/$15/$40/$80/20% to $200/20% to $300 after deductible | NA |

# Per Pay (24 pays) Cost (taken 2 times a month)

| | PLAN 1 | PLAN 2 | PLAN 3 | PLAN 4 |
|---|---|---|---|---|
| | Renewal | Renewal | Renewal including HSA Funding of $700/$1400 | Renewal |
| Single | $648.16 | $545.30 | $651.52 | $570.89 |
| Double | $1,555.60 | $1,308.71 | $1,540.35 | $1,370.12 |
| Family | $1,944.49 | $1,635.89 | $1,896.27 | $1,712.66 |
| Monthly Premium | $9,333.54 | $7,634.16 | $66,717.25 | $59,828.92 |
| Annual Premium | $112,002.48 | $91,609.92 | $800,607.00 | $717,947.04 |
| Cost Difference (%) | -1.10% | 7.35% | 1.52% | 6.00% |
| Annual Cost Difference ($) | ($1,245.00) | $6,271.92 | $11,949.00 | $40,613.04 |
| Monthly Cost to PA 152 Hard Cap | | | | |
| Single | $6.26 | ($96.60) | $9.62 | ($71.01) |
| Double | $213.18 | ($33.71) | $197.93 | $27.70 |
| Family | $193.84 | ($114.76) | $145.62 | ($37.99) |
| **Per Pay Cost** | | | | |
| Single | $3.13 | ($48.30) | $4.81 | ($35.51) |
| Double | $106.59 | ($16.86) | $98.96 | $13.85 |
| Family | $96.92 | ($57.38) | $72.81 | ($19.00) |

Blue Cross Blue Shield of Michigan

A nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association

# ST LOUIS PUBLIC SCHOOLS
# A1CVT7
# 0070005580000
# Dental Coverage
# Effective Date: On or after January 2021
# Benefits-at-a-glance

This is intended as an easy-to-read summary and provides only a general overview of your benefits. It is not a contract. Additional limitations and exclusions may apply. Payment amounts are based on BCBSM's approved amount, less any applicable deductible and/or copay. For a complete description of benefits please see the applicable BCBSM certificates and riders, if your group is underwritten. If your group is self-funded, please see any other plan documents your group uses. If there is a discrepancy between this Benefits-at-a-Glance and any applicable plan document, the plan document will control.

**Coverage determination:** Claims are subject to dental necessity verification and availability of dental benefits when they are processed, as well as the terms and conditions of the applicable BCBSM certificates and riders.

**Network access information**
With Blue Dental PPO, members can choose any licensed dentist anywhere. However, they'll save the most money when they choose a dentist who is a member of the Blue Dental PPO network.

**Blue Dental PPO network**- Blue Dental members have unmatched access to PPO (in-network) dentists through the Blue Dental PPO network, which offers more than 535,000 dentist locations* nationwide. PPO dentists agree to accept our approved amount as full payment for covered services, and members pay only their applicable coinsurance and deductible amounts. Members also receive discounts on noncovered services when they use PPO dentists (in states where permitted by law). To find a PPO dentist near you, please visit **mibluedentist.com** or call **1-888-826-8152.**

**A dentist location is any place a member can see a dentist to receive high-quality dental care. For example, one dentist practicing in two offices is two dentist locations.*

**Blue Par Select℠ arrangement**- Most non-PPO(out-of-network) dentists accept our Blue Par Select arrangement, which means they participate with the Blues on a "per claim" basis. Members should ask their dentists if they participate with BCBSM before every treatment. Blue Par Select dentists accept our approved amount as full payment for covered services, and members pay only applicable coinsurance and deductibles. To find a dentist who may participate with BCBSM, please visit **mibluedentist.com.**

**Note:** Members who go to nonparticipating dentists are responsible for any difference between our approved amount and the dentist's charge.

## Member's responsibility (deductible, coinsurance and dollar maximums)

| Benefits | In-network | Out-of-network |
|---|---|---|
| **Deductible** | None per calendar year | None per calendar year |
| **Coinsurance (percentage of BCBSM's approved amount for covered services)** | None(covered at 100%) | None(covered at 100%) |
| • Class I services<br>• Class II services | None(covered at 100%) | None(covered at 100%) |
| • Class III services | 10% | 10% |
| • Class IV services | 20% | 20% |
| **Dollar maximums** | $1,000 per member | $1000 per member |
| • Annual maximum for Class I, II and III services<br>• Lifetime maximum for Class IV services | $1,500 per member | Not applicable |

**ADM PLANYR JAN;BLUE DENTAL;DO-BM-$1000;DO-CC2;DO-IN-C1-C0%;DO-IN-C2-C0%;DO-IN-C3-C10%;DO-IN-C4-C20%;DO-NP-C3-C10%;DO-NP-C4-C20%;DO-OLM-$1500;DO-ON-C1-C0%;DO-ON-C2-C0%;DO-PPO**

## Class I services

| Benefits | In-network | Out-of-network |
|---|---|---|
| Oral exams | 100% of approved amount | 100% of approved amount |
| | **Note:** Twice per calendar year | |
| A set (up to 4 films) of bitewing x-rays | 100% of approved amount | 100% of approved amount |
| | **Note:** Twice per calendar year | |
| Panoramic or full-mouth x-rays | 100% of approved amount | 100% of approved amount |
| | **Note:** Once every 60 months | |
| Prophylaxis (cleaning) | 100% of approved amount | 100% of approved amount |
| | **Note:** Twice per calendar year | |
| Sealants - for members age 19 and younger | 100% of approved amount | 100% of approved amount |
| | **Note:** Once per tooth in any 36 consecutive months when applied to the first and second permanent molars | |
| Emergency palliative treatment | 100% of approved amount | 100% of approved amount |
| Fluoride treatments | 100% of approved amount | 100% of approved amount |
| | **Note:** Two per calendar year | |
| Space maintainers - missing posterior (back) primary teeth - for members 18 and younger | 100% of approved amount | 100% of approved amount |
| | **Note:** Once per quadrant per lifetime | |

## Class II services

| Benefits | In-network | Out-of-network |
|---|---|---|
| Fillings - permanent (adult) teeth | 100% of approved amount | 100% of approved amount |
| | **Note:** Replacement fillings covered after 24 months or more after initial filling | |
| Fillings - primary (child) teeth | 100% of approved amount | 100% of approved amount |
| | **Note:** Replacement fillings covered after 12 months or more after initial filling | |
| Recementation of crowns, veneers, inlays, onlays and bridges | 100% of approved amount | 100% of approved amount |
| | **Note:** Three times per tooth per calendar year after six months from original restoration | |
| Oral surgery | 100% of approved amount | 100% of approved amount |
| Root canal treatment | 100% of approved amount | 100% of approved amount |
| | **Note:** Once per tooth per lifetime | |
| Scaling and root planing | 100% of approved amount | 100% of approved amount |
| | **Note:** Once every 24 months per quadrant | |
| Limited occlusal adjustments | 100% of approved amount | 100% of approved amount |
| | **Note: Limited** occlusal adjustments covered up to five times in any 60 consecutive months | |

**ADM PLANYR JAN;BLUE DENTAL;DO-BM-$1000;DO-CC2;DO-IN-C1-C0%;DO-IN-C2-C0%;DO-IN-C3-C10%;DO-IN-C4-C20%;DO-NP-C3-C10%;DO-NP-C4-C20%;DO-OLM-$1500;DO-ON-C1-C0%;DO-ON-C2-C0%;DO-PPO**

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| Benefits | In-network | Out-of-network |
|---|---|---|
| Occlusal biteguards | 100% of approved amount | 100% of approved amount |
| | **Note:** Once every 12 months | |
| General anesthesia or IV sedation | 100% of approved amount | 100% of approved amount |
| | **Note:** When medically necessary and performed with oral surgery | |
| Repairs and adjustments of a partial or complete denture | 100% of approved amount | 100% of approved amount |
| | **Note:** Six months or more after denture is delivered | |
| Relining or rebasing of a partial or complete denture | 100% of approved amount | 100% of approved amount |
| | **Note:** Once per arch in any 36 consecutive months | |
| Tissue conditioning | 100% of approved amount | 100% of approved amount |
| | **Note:** Once per arch in any 36 consecutive months | |

## Class III services

| Benefits | In-network | Out-of-network |
|---|---|---|
| Crowns, onlays, inlays, and veneer restorations - permanent teeth - for members age 12 and older | 90% of approved amount | 90% of approved amount |
| | **Note:** Once every 60 months per tooth | |
| Removable dentures (complete and partial) | 90% of approved amount | 90% of approved amount |
| | **Note:** Once every 60 months | |
| Bridges (fixed partial dentures) - for members age 16 and older | 90% of approved amount | 90% of approved amount |
| | **Note:** Once every 60 months | |
| Endosteal implants - for members age 16 or older who are covered at the time of the actual implant placement | 90% of approved amount | 90% of approved amount |
| | **Note:** Once per tooth per lifetime when implant placement is for teeth numbered 2 through 15 and 18 through 31 | |

## Class IV services - Orthodontic services for dependents under age 19

| Benefits | In-network | Out-of-network |
|---|---|---|
| Minor treatment for tooth guidance appliances | 80% of approved amount | 80% of approved amount |
| Minor treatment to control harmful habits | 80% of approved amount | 80% of approved amount |
| Interceptive and comprehensive orthodontic treatment | 80% of approved amount | 80% of approved amount |
| Post-treatment stabilization | 80% of approved amount | 80% of approved amount |
| Cephalometric film (skull) and diagnostic photos | 80% of approved amount | 80% of approved amount |

**Note:** For non-urgent, complex or expensive dental treatment such as crowns, bridges or dentures, members should encourage their dentist to submit the claim to Blue Cross for predetermination ***before*** treatment begins.

**ADM PLANYR JAN;BLUE DENTAL;DO-BM-$1000;DO-CC2;DO-IN-C1-C0%;DO-IN-C2-C0%;DO-IN-C3-C10%;DO-IN-C4-C20%;DO-NP-C3-C10%;DO-NP-C4-C20%;DO-OLM-$1500;DO-ON-C1-C0%;DO-ON-C2-C0%;DO-PPO**

Blue Cross Blue Shield of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

# St. Louis Public Schools

## Additional discounts

**40% OFF**
Complete pair of prescription eyeglasses

**20% OFF**
Non-prescription sunglasses

**20% OFF**
Remaining balance beyond plan coverage

These discounts are for in-network providers only

## Take a sneak peek before enrolling

- You're on the ACCESS Network
- For a complete list of **in-network** providers near you, use our **Enhanced** Provider Locator on www.eyemed.com or call **1-866-723-0596**.
- For Lasik providers, call 1-877-5LASER6.

## SUMMARY OF BENEFITS

| Vision Care Services | In-Network Member Cost | Out-of-Network Reimbursement |
|---|---|---|
| **Exam With Dilation as Necessary** | $10 Co-pay | Up to $35 |
| **Retinal Imaging** | Up to $39 | N/A |
| **Frames** | $0 Co-pay; $100 allowance; 20% off balance over $100 | Up to $45 |
| **Standard Plastic Lenses** | | |
| Single Vision | $25 Co-pay | Up to $25 |
| Bifocal | $25 Co-pay | Up to $40 |
| Trifocal | $25 Co-pay | Up to $55 |
| Standard Progressive Lens | $90 | Up to $40 |
| Premium Progressive Lens | $90, 80% of charge less $120 allowance | Up to $40 |
| Lenticular | 20% off retail price | N/A |
| **Lens Options** (paid by the member and added to the base price of the lens) | | |
| UV Treatment | $15 | N/A |
| Tint (Solid and Gradient) | $15 | N/A |
| Standard Plastic Scratch Coating | $15 | N/A |
| Standard Polycarbonate | $40 | N/A |
| Standard Polycarbonate - Kids under 19 | $40 | N/A |
| Standard Anti-Reflective Coating | $45 | N/A |
| Other Add-Ons and Services | 20% off retail price | N/A |
| **Contact Lens Fit and Follow-Up** (Contact lens fit and two follow up visits are available once a comprehensive eye exam has been completed) | | |
| Standard Contact Lens Fit & Follow-Up | $0 Co-pay Paid-in-Full and two follow up visits | Up to $40 |
| Premium Contact Lens Fit & Follow-Up | $0 Co-pay, 10% off retail price, then apply $55 allowance | Up to $40 |
| **Contact Lenses** | | |
| Conventional | $0 Co-pay; $80 allowance; 15% off balance over $80 | Up to $64 |
| Disposable | $0 Co-pay; $80 allowance; plus balance over $80 | Up to $64 |
| Medically Necessary | $0 Co-pay, Paid-in-Full | Up to $200 |
| **Laser Vision Correction** | | |
| Lasik or PRK from U.S. Laser Network | 15% off the retail price or 5% off the promotional price | N/A |
| **Hearing Care** | | |
| Hearing Health Care from Amplifon Hearing Network | 40% off hearing exams and a low price guarantee on discounted hearing aids | N/A |
| **Frequency** | | |
| Examination | Once every 12 months | |
| Lenses or Contact Lenses | Once every 12 months | |
| Frame | Once every 12 months | |
| **Premiums - monthly** | | |
| Subscriber | $5.83 | |
| Subscriber + Spouse | $10.97 | |
| Subscriber + Family | $16.06 | |

Benefits are not provided from services or materials arising from: 1) Orthoptic or vision training, subnormal vision aids and any associated supplemental testing; Aniseikonic lenses; 2) Medical and/or surgical treatment of the eye, eyes or supporting structures; 3) Any eye or Vision Examination, or any corrective eyewear required by a Policyholder as a condition of employment; Safety eyewear; 4) Services provided as a result of any Workers' Compensation law, or similar legislation, or required by any governmental agency or program whether federal, state or subdivisions thereof; 5) Plano (non-prescription) lenses; 6) Non-prescription sunglasses; 7) Two pair of glasses in lieu of bifocals; 8) Services or materials provided by any other group benefit plan providing vision care 9) Services rendered after the date an Insured Person ceases to be covered under the Policy, except when Vision Materials ordered before coverage ended are delivered, and the services rendered to the Insured Person are within 31 days from the date of such order. 10) Lost or broken lenses, frames, glasses, or contact lenses will not be replaced except in the next Benefit Frequency when Vision Materials would next become available. Benefits may not be combined with any discount, promotional offering, or other group benefit plans. Standard/Premium Progressive lens not covered-fund as a Bifocal lens. Standard Progressive lens covered-fund Premium Progressive as a Standard. Underwritten by Fidelity Security Life Insurance Company of Kansas City, Missouri, except in New York. The Certificate of Insurance is on file with your employer. Benefit allowance provides no remaining balance for future use within the same benefit year. Fees charged for a non-insured benefit must be paid in full to the Provider. Such fees or materials are not covered.

# What's in it for me?

Options. It's simple really. We're dedicated to helping you see clearly – and that's why we've built a network that gives you lots of choices and flexibility. You can choose from thousands of independent and retail providers to find the one that best fits your needs and schedule. No matter which one you choose, our plan is designed to be easy-to-use and help you access the care you need. Welcome to EyeMed.

| Benefits Snapshot | With EyeMed | Out-of-Network Reimbursement |
|---|---|---|
| **Exam with dilation as necessary** (Once every 12 months) | **$10 Co-pay** | Up to $35 |
| **Frames** (Once every 12 months) | **$0 Co-pay; $100 allowance; 20% off balance over $100** | Up to $45 |
| **Single Vision Lenses** (Once every 12 months) | **$25 Co-pay** | Up to $25 |
| Or | | |
| **Contacts** (Once every 12 months) | **$0 Co-pay; $80 allowance; plus balance over $80** | Up to $64 |

## And now it's time for the breakdown . . .

Here's an example of what you might pay for a pair of glasses with us vs. what you'd pay without vision coverage. So, let's say you get an eye exam and choose a frame that costs $163 with single vision lenses that have UV and scratch protection. Now let's see the difference...

**71% SAVINGS with us***

| With EyeMed | Without Insurance** |
|---|---|
| Exam $10 Co-pay | Exam $106 |
| Frame $163<br>-$100 allowance<br>$63<br>-$12.60 (20% discount off balance)<br>$50.40 | Frame $163 |
| Lens $25 Co-pay<br>$15 UV treatment add-on<br>+$15 Scratch coating add-on<br>$55 | Lens $78<br>$23 UV treatment add-on<br>+$25 Scratch coating add-on<br>$126 |
| Total $115.40 | Total $395 |



## Download the EyeMed Members App

It's the easy way to view your ID card, see benefit details and find a provider near you.

EyeMed | INDEPENDENT PROVIDER NETWORK + LensCrafters PEARLE VISION OPTICAL SEARS

*This is a snapshot of your benefits. Actual savings will depend on provider, frame and lens selections. **Based on industry averages.