AGREEMENT BETWEEN THE

NORTH ADAMS-JEROME EDUCATION ASSOCIATION

HLCEA/MEA/NEA

AND THE

BOARD OF EDUCATION

NORTH ADAMS-JEROME SCHOOLS

July 1, 2025-June 30, 2026

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Agreement

This Agreement is entered into this 1st day of July, 2025 by and between the Board of Education of the North Adams-Jerome Schools, hereinafter referred to as the "Board," and the North Adams-Jerome Education Association/HLCEA/MEA/NEA, hereinafter referred to as the "Association."

Recognizing that the paramount aim of the Board and the Association is to provide quality education for the children of our school district, and

Believing that the quality of education is directly related to the quality and morale of the teaching service, we therefore declare that:

Whereas, the laws of the State of Michigan authorize public employees. and public employers to enter into a collective bargaining agreement and concerning conditions of employment, hours of employment, rates of pay and wages, and

Whereas the Board, at the request of the Association, determine to recognize the Association as the exclusive bargaining agent for its certified personnel, and

Whereas, the Board recognizes that teaching is a profession and that the views and considerations of all educational matters are of mutual concern to the parties, and

Whereas, the Board and the Association have arrived at certain agreements and understandings and desire to incorporate these in a written agreement, it is agreed as follows:

Article 1 – Recognition

A. The Board hereby recognizes the North Adams-Jerome Education Association as the sole and exclusive bargaining representative for all K- 12 certified personnel employed by the North Adams-Jerome Public Schools, (including those with MDE approved temporary certifications. This excludes the Superintendent, Principals, Assistant Principals, and day-to-day per diem substitutes. The Athletic Director and Guidance Counselor, teaching less than fifty percent (50%) of the regular school day, are also excluded.

B. The Board agrees that all of the rights granted by the laws and the Constitutions of the State of Michigan and the United States as they relate to the teacher's wages, hours and terms and conditions of employment are incorporated into this Agreement. It is further agreed that in the event any federal or state law or statute is violated, the Association and the teacher shall have the right, without exception, to seek redress through the grievance procedure hereinafter setforth.

C. The term "teacher" when used in this Agreement shall refer to all Certified professional employees represented by the Association in the bargaining unit. All teachers shall be referred to as they, or them.

D. The term "Board" shall include its officers, members or designated agents.

Article 2 - Association Rights

A. The Association and its members shall have the right to use the school building facilities and equipment when such is not otherwise in use. The Association shall pay the school cost for all materials and supplies incident to suchuse.

B. The Association shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards, one of which shall be provided in each school building. School mail service shall be granted to the Association, provided that communication through the mail service shall be granted to the Association, provided that communication through the mail service shall clearly identify the person responsible for same. Material used by the Association will be paid for to the school at school cost.

C. The Board recognizes the teacher's rights of representation by their elected North Adams-Jerome Education Association officers and any other representatives of the North Adams-Jerome Education Association.

D. The Board agrees to furnish to the Association in response to reasonable requests, all available information concerning the financial resources of the District, including but not limited to: Annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations, agendas, and minutes of all Board meetings, treasurer's reports, census and membership data, names and addresses of all teachers, salaries paid thereto and their educational background and such other information as will assist the Association in developing intelligent, accurate, informed constructive programs on behalf of teachers and their students, together with information which may be necessary for the Association to processa grievance or complaint.

Article 3 -Teachers' Rights and Responsibilities

A. Pursuant to the Michigan Public Employees Relations Act, as amended the Board agrees that teachers employed by the District shall have every right to freely organize and support the Association for the purpose of engaging in collective bargaining or negotiations and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by the or the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association, or collective professional negotiations with the Board, or his/her institution of any grievance, complaint or proceeding under the Agreement or with respect to any terms or conditions of employment.

B. Each teacher is responsible for maintaining the proper teaching certificate.

C. The Board shall make available in each building, adequate lunchroom, restroom, and lavatory facilities for teachers' use and a room which shall be reserved for use as a faculty workroom and/or lounge. A vending machine for beverages may be installed by the Association with the approval of the building administrator.

Article 4 - Board Rights

A. The Board hereby retains and reserves unto itself all powers, rights, authorities, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the assignments of its employees.

2. To hire all employees, and subject to the provisions of law PA115 of 2023, and PA 116 use of seniority to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote and transfer all such employees.

3. To establish grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To determine class schedules, the hours of instruction, and duties, responsibilities, and assignments of teachers and other employees with respect thereto, and the terms and conditions of employment.

5. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by specific and express terms hereof, and in conformance with the

   Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

Article 5 - Payroll Deductions

A. Upon appropriate written authorization from the bargaining unit member, the Board shall deduct from the salary of any such bargaining unit member and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, contributions or any other plans or programs jointly approved by the Association and the Employer.

Article 6 - Working Conditions

A. **Hours**

1. The length of day, excluding lunch period, shall be equal in all buildings even though starting and ending times may vary.

   Teacher Start Times
   K-5: 7:40 AM. All doors open at 7:40 AM (North Door and Double Doors)
   6-12: 7:45 AM. All classroom doors open at 7:45. Doors will open at 7:35.

   School begins at 7:55 AM

   School End Times
   K-5: 2:50 PM
   6-12 2:55 PM

   All Students bus drop off time: 7:35 AM
   7:35-7:45: Dedicated staff member to monitor the hallways in the MS/HS

   High School and Middle school students may not enter classrooms until 7:45. K-5 Gray doors must be closed until 7:40

2. The teaching assignment for teachers in grades six (6) through twelve (12) will consist of five (5) classes and one (1) planning period.

3. A joint committee will meet to study specials scheduling.

4. All teachers shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes. Teachers are free to leave their respective buildings during the designated lunch period providing they inform the building administrator. Every effort will be made to not schedule IEPS during the staff's planning periods. Teachers required to attend IEPS before or after school will receive a $30 per hour stipend.

5. When specials teachers are unable to report to work, the administration will attempt to hire substitute teachers for the necessary time to insure adequate planning time for elementary teachers. No teacher or staff member may send students to a different teacher's classroom without prior agreement from said classroom teacher.

6. Elementary teachers may use as preparation, all time during which their students are receiving instruction from various teaching specialists. If schedule changes occur, teachers will be provided equivalent planning time.

7. The parties agree that staff meetings are a necessary part of the efficient operation of the school district. Therefore, to allow staff adequate time to plan and perform professional and personal responsibilities without undue conflict, it is

agreed that staff will be notified forty-eight (48) hours in advance of a meeting called by the administration. In the event of emergency circumstances, staff will be notified of said meeting twenty-four (24) hours in advance. Emergency absences from such meetings may be cleared by the administrator calling the meeting.

8. Teachers needing to request a sub shall do so no later than 6:00 am on the morning they will be absent. In the case of an emergency and the request can't be made by 6:00 am. The teacher should text or call an administrator/with a response. Once a teacher reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

9. No time off will be approved two days before Christmas Break and/or two days before the last day of school. Special circumstances may be considered with approval of the Superintendent.

Teachers

B. **Class Size**

1. The parties recognize that optimum school facilities for both student and teacher are desirable to ensure the high quality of education that is the goal of both Association and the Board. It is acknowledged that the primary duty and responsibility of the teacher is to teach, and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.

2. Therefore, any teacher who has more than twenty-five (25) students in K-5 classrooms will receive one-hundred dollars ($100) per pupil, per semester. In grades 6-12, any class with more than 30 students per hour will receive twenty-five dollars ($25) per student, per semester that are present in their classroom and receiving instruction from said teacher as assigned by the Administration. (Students with an IEP or on a 504 Plan will count as 1.5 students. Students with a one-on-one aid will not be counted as 1.5) Determination for the number of students in each classroom is based on the Fall student count day and again adjusted at the second semester student count day

3. When possible, consideration for additional para pros will be given to teachers that have large numbers of students and or students with IEPs.

C. **Qualifications and Assignments**

1. No teacher shall be employed by the Board for a regular teaching assignment who does not have a Bachelor's Degree and/or appropriate certification.

2. Persons with teaching experience within the District will be given preference in transfers.

3. Teachers shall not be assigned outside the scope of their teaching certificates

and their major and minor fields of study, except temporarily and for good cause. Temporary shall be defined for purposes of this Article as not to extend beyond the current school year. In the event it is necessary to deviate from the above, the Association shallbe notified in each instance.

4. Teachers who will be affected by a change in grade assignments in the elementary school grades and by subject assignments in the secondary school grades will be notified and consulted by the Building Principal and/or the Superintendent of Schools if possible, by the end of the close of school in June. Later changes, necessitated by emergency, will be made after conferring with said teacher or teachers.

5. Supervision by a teacher of a student teacher shall be voluntary and no teacher shall supervise more than one (1) student teacher simultaneously. Only a tenure teacher who has taught four (4) or more years and taught in his/her subject area(s) for two (2) or more years will supervise a student teacher.

D. **Supplies and Materials**

1. The Board recognizes that adequate numbers of appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals and similar materials are the tools of the teaching profession. The Board further recognizes that specialized programs require special materials in order to be effective. The parties will confer for the purpose of improving the selection and use of such educational tools, on an annual basis. The Board will attempt to implement all joint decisions made by its representative and the Association. The Board agrees at all times to keep the school reasonably equipped and maintained.

Article 7 - School Calendar

The parties agree to negotiate a school year calendar which minimally, will be in compliance with the Michigan Department of Education instructional time mandates. The agreement with respect to the calendar is subject to ratification by the parties.

Article 8 - Vacancies, Promotions, and Transfers

A. PA 116 of 2023 amends MCL 380.1248. Requests by a teacher for transfer to a different class, building, or position shall be made in writing, on forms furnished by the Board, one (1) copy shall be filed with the Superintendent and one (1) copy shall be filed with the Association. The application shall set forth the school, grade, or position sought, and the applicant's academic qualifications. Such requests shall be reviewed once each year to assure consideration by the Board.

B. Teachers with specific interests in possible vacancies for the forthcoming year will notify the Superintendent's office of their interest in writing prior to the last day of school and shall include a summer address. Should a vacancy occur, the Superintendent shall contact those

teachers who have expressed an interest in said or similar position. The teacher so notified shall contact the Superintendent's office within three (3) working days of receiving a vacancy notification indicating their intentions or interest.

C. The Board will consider filling vacancies from its own teaching staff. When a vacancy arises or is anticipated, the Superintendent shall notify the Association and post notice of the vacancy in each building for a period of one (1) week during the school year and two (2) weeks during the summer vacation before the position is filled

During the summer months the Superintendent or their designee will communicate any vacancy to the staff via email and place the vacancy on the District's website.

A direct copy of the same posting shall be sent from the Superintendent or his designee to each teacher on leave and/or layoff.

D. Teachers who wish to trade positions may do so with agreement of the Administration, the Board, and the Association.

E. Teachers that elect to take an administrative position may do so for a three-year period. If they choose to return to teaching (Must decide at the end of the third year) they will move ahead on steps and lanes. However, seniority will not be accrued in the teaching unit during their administrative time.

Article 9 - Leaves of Absences

Paid Leave

A. Each school year the teachers shall be granted fifteen (15) days of leave, the unused portion of which shall accumulate to a maximum of one hundred thirty (130) days. The current year's days shall be in addition to the maximum. In the event that more leave days are used than have been accumulated at a particular point in time, and adjustment in pay will be made in the remaining paychecks after the end of the school year.

If the teacher does not use the current year's leave days, he/she may return those to the school district and be compensated at the rate of dollars one hundred ($100) dollars per day. A teacher may also elect to accumulate unused leave days. When the teacher retires from the district, the accrued days will be paid out at $75.00 per day. Leave days may be taken for the following reasons and subject to the following conditions:

1. The teacher may use all or any portion of his/her leave to recover from his/her own illness or disability. A teacher may elect not to use his/her accumulated leave, or any portion thereof, during a period of personal illness or disability and take a leave of absence without pay pursuant to sub-section 4., below.

2. A teacher unable to teach due to personal illness or disability and has exhausted all accumulated leave shall be granted a leave of absence without pay for the duration of such illness or disability up to one (1) year; the leave may be renewed each year upon written request by the teacher with approval of

the Board of Education.

3. Teachers may be requested to present a statement from the physician indicating their physical wellbeing before returning to work after surgery, injury, long illness or any condition related to long-term illnesses.

4. A teacher planning to use a leave day or days shall notify the building administrator.

B. The Board and the Association hereby endorse the concept of Professional Courtesy. Professional Courtesy shall be duties performed by a teacher during released, or non-instructional time, for another teacher who needs to leave the building by circumstances either by or beyond his/her control, or due to emergency situations. In any case, **Professional Courtesy shall be extended only with the consent of both the teacher extending the courtesy and the teacher receiving the courtesy with the permission of the building administrator.** Neither the teacher extending the courtesy nor the teacher receiving the courtesy shall suffer any loss of compensation.

C. Any teacher called for jury duty during school hours or is subpoenaed to testify during school hours in any judicial or administrative matter, shall be paid his/her full salary for such time spent on jury duty or giving testimony. The teacher will relinquish any compensation received for the above-mentioned duty to the North Adams Board of Education.

D. Professional Improvement Conferences for Teachers. Teachers may attend one (1) conference a year for purposes of professional improvement. North Adams• Jerome Public Schools will cover the registration fee. The type and length of conference and total specific board of Education reimbursable costs including travel, lodging, food, or any other associated expenses shall be limited to a maximum of one hundred dollars ($100.00). This must be approved by the Administration.

No more than two (2) elementary teachers or two (2) secondary teachers, except Title One personnel, will be permitted to attend conferences simultaneously during the regular school hours except with special approval of the Building Principal. Teachers having coaching assignments must alternate between athletic conferences and academic type conferences unless granted an exception by the Building Principal.

Teachers shall submit their requests to attend conferences to the building Administrator no less than five (5) working days in advance.

E. All staff will receive bereavement leave in the following increments:

Five days for the death of a spouse, parent, step-parent, Father-in-law, Mother-in-law child, step-child, foster child, or step-parent.

Three days for the death of a grandparent, brother, brother-in-law, sister, sister-in-law.

One day for aunt, uncle, cousins.

If you are the executor for any estate, you will receive five days.

If you must travel to and from the funeral more than 300 miles you will receive two extra days.

These days do not have to be concurrent.

F. ESTA Leave

Unpaid Leaves

A. In conjunction with any other applicable leave under this Agreement and to the extent required by the provisions of the federal Family and Medical Leave Act, an eligible teacher shall be granted leave for the purposes and subject to the terms and conditions as provided by that law in all respects.

B. **Pregnancy Leave.** A leave of absence up to one (1) year shall be granted to a teacher for pregnancy purposes provided the following conditions are met:

1. A note from the doctor will be required.

2. When possible, leave should be requested thirty (30) days prior to the starting date of the leave or sixty (60) days prior to the beginning of the school year.

3. Pregnancy is a disability and leave days may be used during the disabled period.

4. The teacher shall provide the Board, upon request, statements from her physician regarding the teacher's physical wellbeing and ability to perform the duties of the teacher's position. Frequent absences prior to the start of the leave which are attributed to the pregnancy of the teacher shall be considered sufficient reason for the Board of Education to determine a starting date for the leave other than a previously approved date.

5. Teachers returning from leave shall be restored to the same position held previously or a like position to one held prior to leave.

6. For seniority purposes, credit shall be given for a full semester during which time said leave was granted.

7. The Board will comply with the provision of Act #153 of the Public Acts of 1978 stipulating that maternity-related disabilities will be, to the same extent, eligible for the use of leave days as is other types of disabilities.

   Actual disability due to pregnancy, childbirth, or medical condition related to pregnancy or childbirth where the employee is prevented from performing duties as verified by a physician, the employee will be allowed to use accumulated leave days.

   Leave for disability caused by pregnancy, parturition, and childcare shall not exceed one (1) year.

8. Should any court declare any maternity or childcare leave provision of this contract invalid or in violation of state or federal law, then the Board will comply with such court decision or state and/or federal law.

C. A leave of absence shall be granted to any teacher, upon recommendation of the Superintendent and approved by the Board, for the purpose of further study at an accredited college or university in the field reasonably related to his/her professional responsibilities. Said teacher shall make written application no less than three (3) months in advance of the expected commencing of the leave. Upon return from leave, the teacher shall be placed at the same position on the salary schedule as when he left.

In order to be recommended to the Board of Education for unpaid leave of absence for educational improvement, a professional staff member must present formal acceptance for admission from an accredited college or university as a full time student (usually considered as a minimum of twelve (12) semester hours per semester) and said person must sign an affidavit that he/she will satisfactorily complete at least the minimum full time student academic program as described within this qualification policy while on leave. It is clearly understood by the professional staff member that failure to complete these minimum educational requirements will negate automatically the staff member's right to a leave of absence and the privilege of returning to our school system will be forfeited. Any deviation from these guidelines will be subject to individual review by the administration and the Board of Education unless an emergency situation arises that prevents completion.

D. A leave of absence may be granted to any teacher upon approval by the Board of Education for the purpose of travel which is consistent with the educational growth of the teacher in his/her field.

E. The Board shall grant, upon request of a teacher, who has taught in the North Adams-Jerome schools for seven years, a leave of absence without pay for personal reasons. The teacher shall return to his/her same teaching position. Unpaid personal leaves are limited to one (1) leave within a seven (7) year period. This leave will be for a minimum of one (1) school year. A request must be made at least sixty days prior to the leave except in the case of an emergency. A personal leave will not be granted for an employee to try out or assume another job in the educational field.

F. The Board shall grant, upon request of a teacher, a leave of absence without pay for personal reasons. The teacher shall return to his/her same teaching position. This leave will be for a minimum of one (1) semester and a maximum of one (1) school year. A request must be made at least sixty (60) days prior to the leave except in case of an emergency. A personal leave will not be granted for an employee to try out or assume another job.

G. A childcare leave may be granted to a teacher for childcare. Said leave will be for a period of up to one year except that it may be extended for another year at the request of the teacher.

H. A military leave of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the Armed Forces of the United States. Upon return

from such leave, a teacher shall be placed on the salary schedule as he/she would have been had he/she taught in the District during such period.

Article 10 - Grievance Procedure

A grievance is defined as a violation, misinterpretation, or misapplication of any provision of this Agreement where there is no established law for settlement of the alleged violation. It is agreed and understood that should a difference arise between the Board and any of its teachers as to the application of the provisions of this Agreement, there shall be no stoppage or suspension of work because of grievance. Such grievance shall be submitted in the following procedure:

A. Step One.

Within five (5) school days after the grievance arises and before the written grievance procedure as outlined in Step Two is initiated, the grievant will present the grievance orally to the building principal. Within two (2) school days after presentation of the oral grievance, the building principal shall give his/her answer orally to the grievant.

The Association may initiate a grievance directly at the Superintendent's level when either of the following apply:

1. A grievance involves a group of employees or an issue which applies to the unit as a whole or,
2. The action precipitating the grievance was initiated by management at a level higher than the immediate supervisor. When such grievances are initiated at the Superintendent's level the normal grievance procedures shall be followed as set forth in this Article.

B. Step Two.

If a grievance is not resolved in Step One, the grievant may submit a formal grievance to his/her building principal in writing. The formal written grievance will be on a signed "Statement of Grievance Form," see Appendix D, and shall contain the name of the grievant or grievants involved.

A formal written grievance must be filed with the building principal no less than ten (10) school days from the date of the completion of Step One. Within five (5) school days of receipt of the grievance, the building principal shall meet with the grievant and/or the Association in an effort to resolve the grievance. The building principal shall indicate his/her disposition of the grievance in writing within five (5) school days of such meeting and shall furnish a copy thereof to the grievant.

C. Step Three.

If the grievant is not satisfied with the disposition of the grievance in Step Two, or if no disposition is made within the time limits set forth in Step Two, the grievance shall be

submitted to the Superintendent within five (5) school days. Within five (5) school days of submission of the grievance, the Superintendent or his/her designee shall meet with the grievant and/or the Association and shall indicate his/her disposition of the grievance in writing within five (5) school days of such meeting and shall furnish a copy of his/her disposition to the grievant.

D. Step Four.

If the grievant is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within five (5) school days of such meeting as provided for in Step Three, the grievance, within five (5) school days, may be transmitted to the Secretary of the Board.

Within ten (10) workdays after receipt of the grievance the Secretary of the Board, an advisory subcommittee of three (3) Board members shall be convened to hear the grievance. The subcommittee shall thereafter make a recommendation for disposition of the grievance to the Board at its next regularly scheduled meeting. The Board shall indicate its disposition of the grievance, in writing, within seven (7) school days of such meeting and shall furnish a copy thereof to thegrievant.

E. Step Five.

If the Association is not satisfied with the disposition of the grievance at Step Four or if no disposition has been made within the period above provided, the Association may submit the grievance to arbitration before an impartial arbitrator. The arbitrator shall be selected by the American Arbitration Association in accordance with its rules, which shall likewise govern the arbitration proceedings. Neither the Employer nor the Association shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be paid by the parties adjudged to be the loser. Any grievance not advanced to the next step by the Association above within the time limit in this Step, or if no time limit is specified within seven (7) school days shall be deemed abandoned.

F. Powers of theArbitrator.

It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific Articles and Sections of this Agreement.

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

2. He/ she shall have no power to establish a salary schedule different from the one contained in the Master Agreement.

3. He/she shall have no power to rule on any of the following:

a The discharge, demotion, and/or non-renewal of any probationary or tenured teacher pursuant to the provisions of the Michigan Tenure Act. However, should the just cause standard of the Michigan Tenure Act for demotion and discharge of a tenured teacher be repealed or abrogated by amendment, the provisions of the 1990-93 Agreement between the parties shall prevail with respect to this Subsection.

b The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule.

c Any claim or complaint for which there is another remedial procedure of forum established by law or by regulation having the force of law, including any matter subject to the procedures specified In the Teacher Tenure Act (Act IV, Public Acts, extra session of 1937 of Michigan, as amended).

d Any matter involving teacher evaluation provided that the provisions of Article XI have been complied with.

4. He/she shall have no power to change any practice, policy or rule of the Board nor to substitute his/her judgment for that of the Board as to the reasonable ness of any such practice, policy, rule, or any action taken by the Board. His/her powers shall be limited to deciding whether the Board has violated the expressed Articles of Sections of this Agreement.

5. He/she shall have no power to decide any question which, under this Agreement, is within the responsibility of management to decide.

6. There shall be no appeal from an arbitrator's decision if said decision is within the scope of the arbitrator's authority as set forth above. Said decision shall be final and binding on the Association, its members, and employee or employees involved and the Board. The Association and the Board shall discourage any attempt on the part of its members to engage in any frivolous appeal to any court or labor board from a decision of an arbitrator and the Association, Board, and all members shall similarly refrain from encouraging its membership from bringing about a settlement of any grievance as herein defined by any other means.

Article 11- Teacher Evaluation

A. PA 224 of 2023 amends MCL 380.1249, MCL 380.1249a, MCL 380.1249b, and MCL 380.1280f allows all aspects of evaluation compliant with 1248 and 1249 to be bargained. The new rating system shall be: Needing support, Developing and Effective. Each teacher, upon employment or at the beginning of the school year, whichever is later, shall be apprised in specific terms of the teacher's responsibilities. Teachers will be informed of the specific criterion upon which they will be evaluated. The new evaluation process will be based on the State of Michigan Law PA 115 for evaluations as amended in 2023. The evaluation tool must be agreed upon by both the Association and the District. An evaluation form will be given to the teacher at the beginning of the school year.

B. Teachers and administrators must receive training on the use of the evaluation tool and procedure used to evaluate.

C. It shall be a major administrative responsibility to assist teachers to become oriented to the District and improve instruction through direct observation of the teacher's work. There shall be at least two observations of at least 15 minutes in length, one per semester, written summaries of those observations must be given to the teacher within 10 days of the observation together with any recommendations the administrator may have for the teacher.

D. All monitoring or observation of such work of a teacher shall be conducted openly and with knowledge of the teacher and must be done by a trained evaluator.

E. Any complaint made against a teacher or person for whom the teacher is administratively responsible by any parent, student, or other person, may, at the discretion of the administrator, be promptly called to the attention of the teacher. Complaints shall not be incorporated into a teacher's evaluation unless the teacher has been informed of the complaint previously. Complaints either verbal or written may not be anonymous.

F. After observation of a teacher, an administrator shall submit a written report with recommendations, if necessary, to the teacher within ten (10) days of the observation. He/she shall schedule a conference with the teacher to discuss the written observation. Administrators may do several walk throughs throughout the year but one (1) 15-minute observation must be done per semester If improvement is needed, written feedback must be provided for both the walk throughs and observations.

G. If an administrator believes a teacher is needing more support, the reasons therefore shall be set forth in specific terms as shall an identification of the specific ways in which the teacher is to improve and of assistance to be given by the administrator and other staff members. Teachers will be informed of needed improvements, in writing, throughout the school year. Improvements will be written for the teacher. In subsequent observation reports, failure to again note a specific deficiency shall be interpreted to mean that adequate improvement has taken place. Walk throughs will be ongoing throughout the school year.

H. A teacher who disagrees with an observation or recommendation may submit a written rebuttal which shall be attached to the file copy of the observation in question.

I. Tenured teachers may file a grievance should they disagree with the process used to evaluate the teacher.

J. Teachers who receive an effective rating three years in a row may not be required to be evaluated on the fourth year.

K. Decisions regarding the use of student growth data, assessment data, and student learning objectives (SLOs) will be determined at the bargaining table as well as what is used for data and how it's used as data. Data can be used for no more than 20% of the total evaluation.

L. Teachers receiving a rating of needing support or developing may be put on an IDP and must receive a mentor and must have bi-weekly meetings with their administrator. Information received in these meetings must be put in writing.

M. The teacher shall have the right upon request to review the contents of his/her personnel file,

excluding confidential credentials and letter of recommendation, and to have an elected officer of the North Adams-Jerome Education Association accompany such areview.

N. Materials originating after initial employment will be placed in a teacher's file only after the teacher has had an opportunity to review the material

Article 12 - Reduction in Personnel and Recall

A. If there is a need for reduction in staff because of financial necessity or declining enrollment, the Board will confer with the Association prior to making any cuts in staff or program. If layoffs are necessary, the Board will so inform the Association. At that time, the Association will be requested to conduct a survey to determine any requests for voluntary retirement or voluntary leave. Said leave will be for no less than one (1) school year. The results of the survey shall be made known to the Superintendent. The Board will grant such requests before layoffs are made, provided the requests will prevent a layoff or facilitate a recall.

B. Should reduction in staff be necessary, the Board shall give written notice to the affected teachers no less than forty-five (45) days prior to the beginning of the semester the layoff is to commence.

C. **Seniority**

1. Seniority shall be defined as length of service within the District from the teacher's last date of hire (the date that the teacher signed the contract of employment. If that date is unknown, the first membership day of the school year shall be considered the date of hire.)

- 2. The Board shall prepare and maintain a seniority list showing, in order, the date of appointment of the last date of hire and the certification and fields of each teacher. Teachers with the same last date of hire will participate in a drawing to determine their rank on the seniority list.

2. The Association and affected teachers shall be notified by the Board in writing of the date, time and place of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected teachers and Association representatives to be in attendance. **One (1) copy of the seniority list will be provided to the Association each year within thirty (30) days of the start of the school year.**

3. All seniority is lost when employment is severed by resignation, retirement, or discharge for cause, however, seniority is retained if severance of employment is due to layoff. In cases of layoff, bargaining unit members so affected shall retain all seniority accumulated as of the effective date of layoff.

4. Seniority shall not continue to accumulate when bargaining unit members are on approved unpaid leaves.

5. Teachers who have a fifty percent (50%) assignment or less shall accrue only

half (1/2) year of seniority for such year.

6. Teachers who have returned to the bargaining unit after serving in an administrative capacity will be given seniority credit for all years of continuous service in the District.

D. **Layoff**

For purposes of personnel decisions when conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position, or when conducting a recall, the order of reduction shall be determined based upon the following ratings under the District's performance evaluation system under MCL 380.1249.

1. Effective

When all factors involved in the personnel determination (performance evaluation, ranking as listed above, and certification) are equal, then length of service shall be the tiebreaker.

1. Teachers shall be laid off according to the State of Michigan Evaluation Law PA 224 as amended in 2023. Should two (2) or more teachers be within three (3) points and in the same performance category, then the laid off teacher shall be by date of hire. Teachers with the lower evaluation score, not within three points, will be laid off first.

2. Teachers whose positions are being eliminated may bump another teacher with less seniority if the teacher is certified for the position according to the class schedule adopted by the Board. In order to bump another less senior teacher, the senior teacher must have the same overall evaluation rating as the teacher being bumped and be certified for the position.

3. A teacher who fulfills the academic requirements for additional certification by the beginning of the next school year shall beallowed, at that time, to assume a vacancy or position assigned to a probationary teacher for which he/she is newly certified according to his/her seniority for recall. A teacher planning to recertify, shall notify the administration at time of posting or no later than June 1st.

E. **Recall**

1. Laid off teachers shall be recalled in inverse order of layoff provided said teacher is certified for the vacancy.

2. The Board shall give written notice of recall from layoff by sending a registered or certified letter to said teacher, at his/her last known address. A copy shall be

sent to the Association. It shall be the responsibility of each teacher to notify the Board of any change in address. The teacher's address as it appears on the board's records shall be conclusive when used in connection with layoffs, recall or other notice to the teacher. If a teacher fails to respond within ten (10) days from date of receipt of recall, unless an extension is granted in writing by the Board, said teacher shall be considered as a voluntary "quit" and shall thereby terminate his/her individual employment and contract and any other employment relationship with the Board.

3. Recalled bargaining unit members shall be entitled to all benefits previously accrued.

4. Refusal of less than a full-time position shall not forfeit a bargaining unit member's right to recall.

5. No new teacher shall be employed by the Board while there are laid off teachers who are certified to fill any vacancy which may arise. Recall rights will be limited to one (1) year for non-tenured teachers, and two (2) years for tenured teachers. Teachers on layoff shall be given priority on the substitute list.

F. To the full extent permitted by law, this Agreement shall be binding upon the Board and its successor personnel and upon any school district into which or with which this District shall be merged or combined. In the event this District shall be combined with one or more district, the Board will assure the continued recognition of the Association and the continued employment of its members in such consolidated district.

The Board will notify the Association immediately whenever a District reorganization is contemplated or under discussion with any other school district or entity.

G. The Board will confer with the Association prior to finalizing transfers and assignments regarding reduction and recall of the professional staff.

H. Teachers notified that they will be laid off for the ensuing school year will not lose their fringe benefits over the summer months. With the beginning of the school year or period of layoff the teacher will receive no fringe benefits at Board expense but may elect to continue insurance benefits by paying the premiums at the Superintendent's office. This is contingent upon the respective insurance carrier's approval.

Article 13 - Student Discipline and Teacher Protection

A. All teachers will assume primary responsibility for control and discipline in their classrooms and are expected to contact parents about matters related to the student's behavior or academic performance. Results of the contact should be shared with the building administrator. Matters of a serious and immediate nature should be brought to the attention of the building administrator for immediate action.

The Board will support and assist teachers with respect to the maintenance of control and discipline in the classroom.

B. The administration will confer jointly with teachers, parents and students in the establishment of rules and regulations which set forth the procedure to be utilized in disciplining, suspending, or expelling students for misbehavior. Such rules and regulations shall be distributed to teachers, parents and students with the commencement of each year.

C. The general supervision of students is a responsibility of all teachers. This includes activities in all school areas such as halls, lavatories, assemblies and any other school place where students may congregate during the normal school day. Teachers will not be assigned to regular hall or lavatory duty but should assist on overall supervision.

D. A bargaining unit member may refer a pupil to the office when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the bargaining unit member will furnish the principal, as promptly as his/her employment obligations will allow, full particulars of the incident in writing. **The pupil should not be returned to the class until after a consultation with the principal and the bargaining unit member.**

E. Any case of assault and/or battery upon or by a teacher while acting in the scope of his/her employment shall be promptly reported to the Board or its designated representative. The Board shall, upon request, provide legal counsel to advise the teacher of his or her rights and obligations with respect to any such assault and/or battery and shall provide such legal and other necessary representation and assistance as might be required in connection with any incident arising out of a teacher's efforts at self-defense against an attack on him or her or in maintaining building control.

F. Time lost by a bargaining unit member in connection with any incident mentioned in this Article shall not be charged against the bargaining unit member.

G. The Employer will reimburse bargaining unit members for any damage or destruction of clothing or personal property of the bargaining unit member while on duty in the school or on the District's premises, if said damage is not paid for by the individual's personal insurance.

Article 14 - Continuity of Operations

A. The Association and its members shall not engage in nor encourage concerted or individual action, which would be in violation of this Contract or in violation of the laws and statutes of the State ofMichigan.

B. The Board also agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act.

Article 15 - Negotiations and Contracts

A. Any matters not expressly covered by this Agreement but of common concern may be brought to the attention of either group through representative channels.

B. Negotiations for the ensuing year will begin no later than sixty (60) days prior to the expiration of the contract. Neither party in any negotiations shall have any control over the selections of the negotiating or bargaining representatives of the other party.

C. The parties pledge that their representatives will be clothed with all necessary power and authority to make proposals and make concessions in the course of negotiations.

D. There shall be three (3) signed copies of any final agreement. One (1) copy shall be retained by the Board, one (1) by the Association, and one (1) by the Superintendent. Copies of the final Agreement shall be duplicated at the expense of the Board and made available to all teachers now employed and hereafter employed and twelve (12) copies shall be provided to the Association.

E.

Article 16 - Professional Behavior and Improvement

A. No teacher shall be disciplined (including warnings, reprimands, suspensions, with or without pay, or other actions of a disciplinary nature) without just cause. The discharge or demotion of a tenured teacher shall be governed exclusively by the procedures and standards of the Michigan Teacher Tenure Act applicable thereto. However, should the just cause standard of the Michigan Teacher Tenure Act for demotion and discharge of a tenured teacher be repealed or abrogated by amendment, the provisions of the 1990-93 Agreement between the parties shall prevail with respect to this Section.

B. A teacher shall be entitled to have an elected officer of the North Adams-Jerome Education Association present during any disciplinary action when such action becomes part of the teacher's personnel file. When a request for such representation is made no action shall be taken with respect to the teacher until said representative as stated above is present. Further, in the event disciplinary action is to be taken the teacher shall be advised of the right to have an elected officer of the North Adams-Jerome Education Association under this provision of the Agreement prior to the action beingtaken.

C. If discharge of a teacher (including denial of tenure) is to be considered because of inadequacies observed in the teacher's professional work with students, such action must minimally be preceded by:

1. Repeated observations of the inadequacies, that are brought to the teachers' attention.

2. Written Suggestions for improvement

3. Adequate opportunity for the teacher to make improvements. IDPs, mentor teacher at minimum.

4. The administrator will provide whatever assistance he/she can to give help to the teacher so he/she can improve, this includes additional professional development at no cost to the teacher.

D. The Board and/or the Administration agrees to follow a general procedure of discipline which includes verbal and/or written warning, reprimand, suspension without pay, and discharge as a final and last resort.

The above procedures may be waived when, in the Superintendent's discretion, the seriousness of a teacher's behavior necessitates more severe or immediate measures. In the event that a teacher has been unfairly or improperly disciplined, his/her personnel records will be cleansed of the incident and his/her lost pay restored.

Article 17 - Miscellaneous Provisions

A. 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 and any individual contract hereinafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement, for its duration, shall be controlling.

B. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall be deemed null and void except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Nothing contained herein shall be construed to deny or restrict any teacher or the Board rights under the Constitution of the United States, the Constitution of Michigan, or under the Michigan General Schools Laws.

D. It is hereby agreed by and between the Board and the Association that there is a responsibility to adopt and implement a three (3) to five (5) year school improvement plan and continuing school improvement process for each school within the School District. The parties acknowledge and recognize that the terms of the Collective Bargaining Agreement between them govern as to the wages, hours, and terms and conditions of the employment of teachers addressed therein and that those terms shall not be altered or modified through the school improvement planning process, except by mutual agreement of the undersigned Board of Education and Association, executed in writing.

E. Professional Improvement Conferences for Teacher. Teachers may attend one (1) conference a year in the teacher's curricular area, for the purposes of professional improvement.

F. All Union issues that may arise throughout the school year should be brought to the attention, initially, of the current Union President by the Superintendent.

G. Mentor Program

1. The parties hereby acknowledge the requirement of Section 1526 of the School Code for each teacher during the first three (3) years of his/her employment in classroom teaching to be assigned a mentor or mentors. A mentor shall be a master teacher, retired master teacher or college professor. A mentor shall be available to provide professional support, instruction and guidance in a collegial relationship. The mentors will not be paid by a third-party contractor.

2. The Principal shall determine the mentor or mentors to be assigned (who may or may not be) from the bargaining unit. Assignment of a bargaining unit member to be a mentor shall be voluntary. A mentor teacher assigned from the bargaining unit:

a. Shall be a tenured teacher.

b. Whenever practical, shall work in the same building and have the same area of certification as the new teacher to whom he/she is assigned.

c. Will not be responsible for the evaluation of the new teacher to whom he/she is assigned and will not be required to participate in it.

d. Will not provide statements or opinions or any other expressions of opinion or observation for the new teacher's personnel file or in any proceedings, hearing or meeting before the Board or its administration or in any grievance hearing or arbitration proceeding, regarding the instructional competency of the new teacher to whom he/she is assigned, unless allegations of misconduct of which the mentor teacher has knowledge are involved.

3. Release time may be granted for the mentor teacher to conference with the new teacher to whom he/she is assigned.

4. Mentors shall meet with their Mentees monthly, or as needed.

5. Mentors that have a Mentee on an IDP will meet monthly and put their suggestions to the Mentee in writing so they can be revisited and help assess how the mentee is meeting their goals.

Article 18 - Professional Compensation

A. The basic salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. In addition, the Board agrees to participate in the Michigan School Employees Noncontributory Retirement effective September 1975. The basic salary schedule shall remain in effect for the designated periods.

B. When hiring new staff, the Board reserves the right to place them on the step that is closest to their actual years of certificated service.

C. Teachers will be paid in twenty-four (24) pays. Payroll will be issued on the 10th and 25th of the month. If the 10th or 25th should fall on a weekend or holiday, payroll will be issued the previous week day. Human Resources will provide a printout of pay date for the school year.

D. Changes from one salary lane to another (example from BA to MA) must be made known to the Superintendent's office before September 15th.

Transcripts or proof of completed course work will be required to substantiate all hours earned upon which pay increases are based and the new scale will not take effect until said transcripts are received. All semester hours earned for salary credit must be in the teaching field, an approved master's program, or approved by the administration. Hours earned and completed courses count only if the teacher received at least a "C" average.

E. Pay for extra and co-curricular assignments are set forth in Schedule B which is attached to

and incorporated in this Agreement. Supplementary pay percentages shall be based on the appropriate step of the BA schedule correspondent to the teacher's experience in that specific activity. Teachers currently on the BA + 15 and MA schedules will be paid at their 1990-91 rate improved by the same percent as the salary schedule is increased.

If a new program is developed during the term of this agreement, compensation will be made on the basis of the nearest like program in Schedule B.

F. The Board and Association agree that if the State of Michigan increases the number of hours to 1250 or more during the contract's life, then this section of the contract will be opened to negotiation.

ARTICLE 19 - Health Insurance and Optional Benefits

We're leaving this alone right now.

Insurance Coverage (PAKS A, B) shall be effective January 1, 2019 through December 31, 2020.

A. Health/Dental/Vision/Life/LTD Benefits

Each teacher may elect one of the insurance benefit plan options below:

PAK A

- BCBSM PPO – SEE PLAN DOCUMENTS
- Dental (100/100/90/50, $1,000 annual max, $1,000 Orthomax)
- LTD (90 days, 66 2/3%, $2500max)
- Life and AD&D $50,000
- Vision – VSP-3

Caps on the premium for health insurance shall be set pursuant to Public Act 152 of 2011 for medical/health insurance coverage only (not including LTD, Dental, Negotiated Life and Vision toward which the employee will pay 20% of the premium).

The Board "hard cap" contribution will be adjusted annually as allowed by Public Act 152.

PAK B

Employees will pay 10% of PAK B coverages from MESSA:

Neg. LTD:	66 2/3% Max: $2,500
Delta Dental:	100/100/90/50:1000/1000:2
Life:	$50,000
AD & D	$50,000
Basic Term Life w/Med:	$5,000
Vision:	VSP-3

When reaching the age of 65 and employee starts to receive Medicare:

1. If the employee is getting Medicare but not getting Social Security the employer can directly pay for the premium. The employee

   will bring in the statement for the employer to pay directly to the insurance company.

2. If the employee is getting Medicare and Social Security, then the employee must bring in a statement from Social Security to show that

Medicare is directly being deducted from their Social Security check.

The employer will reimburse the employee for the amount of Medicare.

All employees eligible for health care and electing no health insurance and taking MESSA PAK B shall receive a $300/month TSA

These employer paid amounts shall adjust annually beginning on July 1, of each plan year, to the maximum permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act.

The remaining cost for the employee's elected medical plan premiums shall be paid by the employee.

Employees will pay 20% of the premium for LTD, Dental, Negotiated Life and Vision. The Employer will pay 80% of the premium for LTD, Dental, Negotiated Life and Vision.

The employee's premium contribution will be payroll deducted in equal amounts from each employeepaycheck.

Each bargaining unit member must elect to be covered by either PAK A, PAK B, as specified above.

Bargaining unit members selecting PAK B shall receive a $500.00 monthly contribution to the member's TSA.

Teachers who wish additional MESSA optional coverage may authorize deduction of the required additional funds from their salary.

(See appendix E and appendix F.)

Worker's Compensation Differential

Any regularly employed teacher in the North Adams-Jerome Public School System, who in the line of duty, incurs an injury for which he/she receives compensation under the Worker's Compensation Act, shall be paid during the period of disability, up to a maximum of one (1) calendar year, except for summer vacation periods, the difference between his/her regular net daily contractual salary (based on 180 days) and the amount received under the Worker's Compensation Act. Said teacher shall have no deduction from his/her leave days while they are eligible to draw Worker's Compensation benefits during said period of disability. The Board of Education may extend this benefit at their discretion.

B. Reimbursement or Pay for College Credits

Beginning August 30, 1999, a teacher with a permanent or continuing certificate will be paid for professional growth courses on the following basis:

1. One hundred twenty-five dollars ($125.00) per semester hour for courses satisfactorily completed. An equivalent amount will be paid for term hours.

2. Teachers without a permanent or continuing certificate shall receive seventy dollars ($70.00) per semester hour for courses satisfactorily completed. An equivalent amount will be paid for term hours.

3. The Board will pay for a maximum of six (6) semester hours or the equivalent in term hours per year.

4. The payment will be made for the successfully completed credit hours during the current school year within four (4) weeks of the presentation of proof of completed credit hours by the teacher, except for classes completed after April of the previous school year, which will not be reimbursed until the teacher has returned to work in August.

5. Teachers must take coursework that will assist them in classroom instruction. Approval of these courses by the superintendent must be done in writing and prior to the course being completed if the course is to be paid for by the district in accordance with the negotiated agreement. If superintendent denies approval, teacher can appeal the decision to the Board.

6. Reimbursement will be made in a lump sum payment without deductions.

C. Regular Teacher's Substitute Pay During Preparation Period

In the event it becomes necessary to ask that a teacher assume teaching responsibilities during his/her conference or preparation period the teacher shall be compensated Thirty dollars ($30.00) per hour. The teacher is responsible for filling out the sub form and turning it in to the Superintendent during the pay period in which the subbing occurred.

D. TB Tests and/or Chest X-Rays

The Board will pay for the legally required TB test and/or chest X-ray when needed.

E. Lack of Available Monies

In the event monies should not become available for the Board to honor salary commitments, negotiations shall be reopened between the Board and the Association.

F. Salary Adjustment

A teacher who is laid off and collects unemployment benefits for aperiod between the last day of school in one year and the first work day in the next school year, and is subsequently recalled before the first teacher work day of the next school year will be paid according to an annual salary rate, such that collected unemployment compensation benefits and salary shall equal the amount on the

salary schedule.

G. The Board and the Association have also agreed to the following:
The parties agree that negotiations for a successor collective bargaining agreement shall begin no later than sixty (60) days prior to the expiration date.

H. The Administration shall provide to each teacher an individual contract listing the teacher's base salary by January 31st of each schoolyear.

I. Staff will receive a $30 per hour stipend for subbing and for attending IEPs before or after school.

J. . The teacher is responsible for filling out the sub form and turning it in to the Superintendent during the pay period in which the subbing occurred.

Article 20 – Duration of Agreement

This Agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2026. Negotiations between the parties shall begin as provided in this Master contract. If, pursuant in such negotiations, an agreement on the renewal or modification is not reached prior to the expiration date, this Agreement shall expire at such expiration date unless it is extended for a specific period of periods by mutual written agreement of the parties.

For the Board	Date	For the Association	Date

COMPENSATION

Salary Schedule 2025-2026: 4% increase in salary. Steps will be honored. (Aarion please have the salary schedule reflect a 4% increase)

~~Step~~	~~BA~~	~~BA + 15~~	~~MA~~
~~1~~	~~36,441.89~~	~~36,511.99~~	~~38,424.24~~
~~2~~	~~38,484.97~~	~~38,804.66~~	~~40,747.35~~
~~3~~	~~40,528.08~~	~~41,097.30~~	~~43,070.47~~
~~4~~	~~42,571.16~~	~~43,389.95~~	~~45,393.59~~
~~5~~	~~44,614.26~~	~~45,682.61~~	~~47,716.71~~
~~6~~	~~46,675.35~~	~~47,975.27~~	~~50,029.10~~
~~7~~	~~48,700.44~~	~~50,267.93~~	~~52,352.21~~
~~8~~	~~50,743.53~~	~~52,560.57~~	~~54,675.32~~
~~9~~	~~52,786.63~~	~~54,853.22~~	~~56,998.44~~
~~10~~	~~54,829.71~~	~~57,145.89~~	~~59,321.55~~
~~11~~		~~59,438.63~~	~~61,644.67~~
~~12~~			~~63,967.83~~

Step	BA	BA + 15	MA
1	37,899.57	37,972.47	39,961.21
2	40,024.37	40,356.85	42,377.24
3	42,149.20	42,741.19	44,793.29
4	44,274.01	45,125.55	47,209.33
5	46,398.83	47,509.91	49,625.38
6	48,542.36	49,894.28	52,030.26
7	50,648.46	52,278.65	54,446.30
8	52,773.27	54,662.99	56,862.33
9	54,898.10	57,047.35	59,278.38
10	57,022.90	59,431.73	61,694.41
11		61,816.18	64,110.46
12			66,526.54

Longevity will be paid at $1600, spread over 24 pays, for any teacher past step ten, eleven or twelve in their respective salary lane.

All Schedule B assignments over $500 will be paid through a third-party contractor.

Athletics:

Head Varsity Football Coach	$3800
Assistant Varsity Football Coach	$2600
Head Varsity Volleyball Coach	$3800
Assistant Varsity Volleyball Coach	$2600
J.V. Volleyball Coach	$2600
Head Varsity Basketball Coach	$3800
JV Basketball Coach	$2600
Varsity Wrestling Coach	$3800
Varsity Softball/Baseball Coach	$3800
JV Softball/Baseball Coach	$2600
Middle School Sports	$1500
Head Varsity Cheer	$1500 (per session)
Middle School Cheer	$ 900 (per session)

Activities

Instrumental Music	$3500 ($1500 if choir is added)
Yearbook	$900
FFA	$1500
Class Advisor	$150
Senior Class Advisor	$400
Junior Class Advisor	$400
Robotics	$1500
Art Club	$200
Mentor Teachers	$250
National Honor Society	$250
Student Council	$350

All Schedule B position must have a written job description with expectations clearly outlined.

All Schedule B positions will be paid through Edustaff with the exception of coaches who are also NAJ teachers.

Supplementary pay for the above-listed extra-curricular and co-curricular activities will be prorated if that activity season is shortened beyond what is normally anticipated. There will be no

supplementary pay for the above-listed activities if it is canceled. The Board of Education reserves the right to screen, interview, and appoint personnel who have submitted applications for extra-curricular activity positions. Supplementary pay for the above activities shall be based upon the appropriate salary step of the BA, correspondent to the experience in that activity. Beginning in 1981-82, BA+15 and MA will no longer be paid on steps but will receive the percentage increase as negotiated by the Association on the previous years' coaching salary.

Additional changes on attachment Appendix B are to be included. This includes Evaluation, Renewal, and Termination Notice.

Evaluation:

The new evaluation tool Standards of Effective Teaching shall be incorporated into the contract and has been agreed upon by the district and the association.

North Adams-Jerome Public Schools

Coach/Teacher Evaluation
Appendix "B" Assignment

Coach/Teacher/Sponsor

Name_____ School_____

Assignment_____ School Year_____

Quality of work Performance in extra duty assignment:

_____ Satisfactory

_____ Unsatisfactory* (If unsatisfactory explain below)

COMMENTS:

_____ _____
Evaluator's Signature Date

_____ _____
Educator's Signature Date

I certify that this evaluation was read and discussed with me and I will receive a copy for my records. My comments, if any, are stated below:

COMMENTS:

_____ _____
Coach/Teacher/Sponsor's Signature Date

North Adams-Jerome Public Schools
Coach/Teacher Evaluation
Renewal Appendix "B"
Assignment(s)

Coach/Teacher/Sponsor

Name_____ School_____

Assignment_____ School Year _____

Quality of work Performance in extra duty assignment:

_____ Satisfactory

_____ Unsatisfactory* (If unsatisfactory explain below)

COMMENTS:

_____ _____
Evaluator's Signature Date

_____ _____
Educator's Signature Date

I certify that this evaluation was read and discussed with me and I will receive a copy for my records. My comments, if any, are stated below:

COMMENTS:

_____ _____
Coach/teacher/Sponsor's Signature Date

North Adams-Jerome Public Schools
Termination Notice
Appendix "B" Assignment(s)

Coach/Teacher/Sponsor

Name_____ School_____

Assignment _____ School Year _____

Quality of work Performance in extra duty assignment:

_____ Declined to take position

_____ Assignment eliminated by Board

_____ Unsatisfactory work performance

_____ Other*

Reason(s)

_____

_____

_____

_____

_____ _____

Evaluator's Signature Date

Acknowledgement of Receipt:

_____ _____

Coach/Teacher/Sponsor Signature Date

If you feel that this termination is in any way in violation of your rights of due process, you may submit a request for re-instatement before the Appeals Committee

Coaching Position Committee is: Athletic Director, Building Administrator, Superintendent and 2 EA members

Non-Coaching Position Committee is: Building Principal, Superintendent, 2 EA members and 1 School Board Member

Appendix C

Statement of Grievance Form
North Adams-Jerome Public Schools
North Adams, Michigan

Grievance# _____ Date Filed: _____

Copies Submitted To: Superintendent _____ Building: North Adams-Jerome
Principal _____ Elementary ____
Association _____ High School____

Name(s) ofGrievant: _____
_____

Step I

DateofOralGrievancepresentedto theBuildingAdministrator: _____

Building Administrator's disposition of the Oral Grievance:_____
_____
_____

Step II

Date of Written Grievance presented to the Building Administrator: _____

Statement and fact giving rise to the Grievance: _____
_____
_____
_____

Identification of the alleged violation(s) of the Master Contract: _____
_____
_____
_____

Relief requested: _____
_____
_____
_____

_____ _____
Signature of Grievant(s) Date

Step III

Disposition by the Building Administrator: _____

_____

_____

_____ _____

Signature of Building Administrator Date

_____ _____

Signature of Grievant(s) Date

Step IV

Date of Written Grievance presented to the Superintendent: _____

Disposition of Superintendent: _____

_____

_____

_____ _____

Signature of Building Administrator Date

_____ _____

Signature of Grievant(s) Date

Step V

Date of Written Grievance present to the Board of Education: _____

_____

_____

_____ _____

Signature of Board President Date

Step VI

Date of Written Grievance presented to Arbitration: _____

Disposition of Arbitration Proceedings: _____

_____

_____

_____

_____ _____ _____

Signature, Board President Signature, Grievant(s) Date

Appendix D
Authorization for Payroll Deduction Form North Adams-Jerome Public Schools North Adams, Michigan

I, the undersigned, authorize the Board of Education of the North Adams-Jerome Public Schools to make the below designated payroll deduction(s).

_____ Signature
of Employee Date

I. School Employee Credit Union
Name of company or (see below)

Date Beginning: _____

Amount: _____

Frequency of Deduction: _____

Date Beginning: _____

Amount: _____

Frequency of Deduction: _____

II. _____
Name of Company or Association

Within twenty (20) days after the beginning of school, the Association will provide the Superintendent's office with deduction forms for those who wish payroll deductions and the amount that should be deducted.

Current Approved List of Companies

I.	School Employee Credit Union	Savings, loan payment, etc.
II.	Smith Barney Pioneer Life Insurance Company VALIC American Express Open Edward Jones	Annuities and Insurance
III.	North Adams Education Association Michigan Education Association National Education Association	Professional dues, etc.

~~Appendix E~~

~~Letter of Agreement/ Settlement of Written Grievance #1 November 6, 2006~~

~~The North Adams Jerome School Board and the North Adams Jerome Education Association agree that:~~

~~A. Any member not electing PLAN A insurance as described in Master Agreement for 2006-2007 will take PLAN B.~~

~~B. PLAN B will include the items listed in the Master Agreement and will be the same as the prior plans for all items (Vision, Dental, LTD and Life Insurance).~~

~~C. In addition, PLAN B recipients will be given a monthly Annuity of $406.50. The member will select the Annuity plan and Annuity provider.~~