MASTER AGREEMENT

BETWEEN

READING COMMUNITY SCHOOLS

AND

3G UNIFIED BARGAINING ASSOCIATION MEA/NEA

September 1, 2025 – August 31, 2028

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ARTICLE 1
RECOGNITION

Section 1

The Board hereby recognizes the 3G Unified Bargaining Association MEA/NEA as the exclusive bargaining representative, as defined regarding wages, hours and other terms and conditions of employment for the following certified personnel employed by the school.

Certified Classroom Teachers
Guidance Counselors
Interim Certified Teachers

Excluded are all administrative, supervisory and executive personnel and per diem substitute teachers. The term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as above defined, and references to male teachers shall include female teachers.

Section 2

The Board agrees not to negotiate at any time with any teachers' organization other than that designated as the representative pursuant to the Michigan Public Employment Relations Act, as amended. The Board further agrees not to negotiate with any teachers' organization other than the Association regarding changes in salaries or other conditions of employment to become effective during the term of this Agreement.

ARTICLE 2
BOARD RIGHTS

A. The Board, on its own behalf and behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan, and of the United States, including, and without limiting the generality of the foregoing, the right:

1. To the executive management and administration control of the school system and its properties and facilities, and the professional activities (curriculum studies, committees, ethical procedures) of its employees.

2. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, 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 approve the selection of the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature.

5. To determine class schedules, the hours of instruction, the duties, responsibilities, and assignments of teachers and other employees with respect to administrative and non-teaching activities, and the terms and conditions of employment.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, 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 the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and the Laws of the State of Michigan and the Constitution and Laws of the United States.

ARTICLE 3
THE AGREEMENT

Section 1

This Agreement incorporates the entire understanding of the parties on all issues, which were or could have been the subject of negotiations. This Agreement may be modified, in whole or in part, by the parties by an instrument in writing duly executed by both parties. This Agreement is the result of extensive negotiations in which both parties had the right and the opportunity to submit proposals and to negotiate their proposals with the other party. This agreement sets forth the parties full and entire understanding as to the matters expressed herein. This agreement may only be modified in writing upon the mutual consent of the parties. All past practices and understandings between the parties not memorialized and incorporated in this Agreement are not enforceable.

Section 2

This Agreement shall supersede any written policies of the Board or written administrative regulations which are contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teachers contract heretofore in effect, except that previously granted credit for teaching experience, military service, related experience in business and industry, merit increments, or extra pay for services not specific in this Agreement shall not be taken away from any teacher by reason of this Agreement. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

Section 3

If any provision of this Agreement or an application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.

Section 4

Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the provisions of the Revised School Code and Michigan Teacher Tenure Act. Such rights are not subject to the grievance procedure.

ARTICLE 4
ASSOCIATION RIGHTS

A. All teachers' rights guaranteed by the Michigan revised school code, State and Federal Constitutions, and other legal statutes, shall be guaranteed to all teachers, employees, and the Association.

B. The Board agrees to make available to the Association available information, which the Association requires for the purposes of negotiations, grievance administration, and the administration of this Agreement. All original documents must be viewed in the Board's office; provided, however that legible photocopies of any such original documents shall be provided to the Association by the Board at a rate of $.10 per page copied.

C. The Association shall not schedule meetings during normal working hours except by mutual consent.

D. The Association shall have the right to use school building facilities and equipment, without rental charge, for the purpose of conducting Association business. The Association agrees to abide by the rules and regulations established by the Board for use of school buildings facilities and equipment. Such equipment shall be audio visual and general office equipment, which is normally available for teacher use. The Association shall reimburse the Board for all District supplies utilized by the Association in connection with its meetings on school premises.

E. Bulletin boards, as now established in rooms designated as a faculty lounge in each building, shall be available for the exclusive use of the Association and the School. In addition, bulletin boards in the principal's office of each building may be used for posting materials relating to Association business or general education information. Posted materials shall be signed or initialed by the Association member posting. The Association agrees not to use any other school bulletin boards for Association purposes.

F. Inter-school mail and school mailboxes may be used by the Association to distribute official communications such as notices of meetings, social events, and announcements of results of Association meetings, or elections. Such communications shall be signed. No other materials shall be distributed by the Association through the school mail services. Posting materials and distribution of materials in teacher mailboxes shall be the responsibility of the Association.

ARTICLE 5
SALARIES

A. The salaries of teachers are set forth in Schedule A attached. For extra-curricular activities, the teacher shall be paid per Schedule B, which is attached. Such schedules shall remain in effect for the duration of the contract.

B. The salary schedule is based upon a normal weekly teaching load during normal teaching hours, for the scheduled number of days. With the consent of the individual teacher, the normal teaching load may be extended or decreased within the normal teaching hours. Salary shall be prorated based on the number of actual teaching hours compared to a normal teaching load.

C. Credit for actual classroom teaching and coaching experience may be granted. After initial employment, teachers will progress one-step on the salary schedule for each year they are not evaluated as ineffective.

D. In the event a teacher is absent without pay, his/her daily loss in compensation shall be computed by dividing his/her contract salary by the number of days contracted to work.

E. Payroll shall be on a semi-monthly basis. If the 15th or the 30th falls on a weekend, payroll will be on the preceding Friday.

F. Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, or any other plans or programs jointly approved by the Association and the Board.

G. All fringe benefits shall remain in continuous effect during the period covered by this contract. Teachers who complete the school year shall have fringe benefits continue through the succeeding August 31. Teachers who start employment after the beginning of the school year will have fringe benefits commence by the first of the month following employment. Teachers who terminate during the school year will have fringe benefits cease on the last day of the month following the last day of employment.

H. Upon ratification of this Agreement, copies of our specification and coverages for all insurance policies in effect during the period of this Agreement shall be provided to each teacher.

I. For all teachers who successfully complete graduate work beyond eighteen (18) semester hours, the District will reimburse the teacher at the rate of One Hundred Ten Dollars and 00/100 ($110.00) per credit hour for all graduate hours more than eighteen (18) semester hours, which are directly related to the teacher's assignment or a part of an advanced educational degree program. The District will not reimburse beyond the completion of initial master's degree.

ARTICLE 6
TEACHING HOURS

A. Teachers shall have a duty day which shall not exceed seven (7) hours and thirty-five (35) minutes.

		FULL DAYS
Elementary School	Teacher times	7:25 a.m. - 3:00 p.m. (7 hours 35 minutes total)
	Instruction times	7:35 a.m. – 2:55 p.m. (7 hours 20 minutes total)
High School	Teacher times	7:20 a.m. - 2:55 p.m. (7 hours 35 minutes total)
	Instruction times	7:30 a.m. - 2:50 p.m. (7 hours 20 minutes total)
		HALF DAYS
Elementary School	Teacher times	7:25 a.m. – 11:15 a.m.(3 hours 50 minutes total)
	Instruction times	7:35 a.m. – 11:10 a.m.(3 hours 35 minutes total)
High School	Teacher times	7:20 a.m. – 11:10 a.m.(3 hours 50 minutes total)
	Instruction times	7:30 a.m. – 11:05 a.m.(3 hours 35 minutes total)

B. Secondary teachers will receive a thirty (30) minute duty free lunch. All teachers are subject to assignment to duty on an emergency basis by the building principal. If mandated to provide emergency duty (example but not limited to taking extra students or extra classes) staff will receive compensation based on negotiated wages given for working during their planning period.

C. Prep Time: Elementary teachers will be provided with at least five (5) fifteen-minute (15) prep periods per week subject to emergency situations in addition to the forty (40) minutes prep/day while students are at specials.

D. The normal daily teaching load in the secondary school shall not exceed seven (7) teaching periods and one (1) daily unassigned preparation period, within the student day. Class periods in the high school shall be of equal length. Additional time beyond fifty (50) minutes from a longer conference period may be assigned duty by the building administrator. This duty may include student tutoring, professional mentoring, teaming, team teaching, library supervision, working with voluntary programs, or any other assignment of a professional nature that may be mutually agreed upon by the teacher and administrator. All staff members sharing a common time frame may rotate assignments based upon mutual agreement of those affected.

E. Attendance at staff meeting shall be required unless said attendance is excused by the building principal. Staff meetings may be held on one (1) day of each week for the first three (3) weeks of the month for a period of forty-five (45) minutes each. There is to be one (1) full staff meeting, one (1) department/grade level meeting, and one (1) child study meeting each per month. Due to unforeseen circumstances, dates and times of staff meetings may be changed with 48 hours' notice when possible. In a month with five (5) weeks, one of the three (3) meetings may be moved to the fifth (5^{th}) week with a week's notice. The day and time of the week for staff meetings during the school year will be designated at the beginning of the school year by consensus of the staff of the building.

ARTICLE 7
TEACHING ASSIGNMENT

A. The following provisions shall apply to all situations requiring teaching (substituting) during a teacher's preparation period.

1. Secondary teachers may, when circumstances and the best judgment of the building administrator warrant, be asked to teach (substitute) during a preparation period. In all such instances, the administrator shall request volunteers to be assigned on a rotational basis according to the academic area needed. If there are not volunteers, the administrator may assign available teachers on a rotational basis, according to the academic area needed to teach (substitute) during their preparation period.

2. A teacher teaching (substituting) during his/her preparation period shall notify the principal whether this substituting is for professional courtesy, as hereinafter defined in B, or for pay.

3. A secondary teacher who teaches (substitutes) during his/her preparation period or is required to provide emergency coverage shall be compensated in the amount of Twenty-Five Dollars and 00/100 ($25.00) per preparation period lost due to teaching (substituting) during said preparation period, or Twenty-Five Dollars and 00/100 ($25.00) per each 50-minute emergency coverage period required.

4. Elementary teachers who teach (substitute) during a time when their class is scheduled to receive the services of a teaching specialist, shall be compensated at the rate of Twenty-Five Dollars and 00/100 ($25.00) per preparation period lost due to teaching (substituting) during said preparation time.

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 is predisposed 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 building principal. The teacher extending the professional courtesy by substituting for an absent colleague shall not receive compensation for the performance of the service and the teacher receiving the professional courtesy shall not suffer loss of compensation for that time.

ARTICLE 8
TEACHING CONDITIONS

A. The Board shall make available in each school classroom building restroom and lavatory facilities exclusively for staff use and at least one (1) room furnished and reserved for use as a lounge.

B. The Board recognizes that appropriate equipment and materials are necessary to facilitate a sound educational program. Teachers, either individually, or through established committees, shall be given the opportunity to make recommendations and recognize the right of the Board to make all final decisions in the adoption of such programs and media.

C. A noontime and recess playground supervisor, other than teaching personnel, shall be provided for the elementary building.

D. When students are assigned to an elementary classroom, classes at each grade level will be as equal as possible. This will take into consideration number of students with IEPs and 504 plans.

E. In determining class size, the Board shall take into consideration the physical features and size of the classroom. In laboratory and similar classes such as Home Economics, Industrial Arts, and Art, the number of students will be limited to a number that can safely and effectively be handled with the existing equipment.

F. Teachers will receive additional compensation based on the number of students enrolled in their classroom on each official count day. The compensation is provided if the student count exceeds twenty-five (25) students in grades K-2 and thirty (30) students in grades 3-12. Special education teachers that must apply to the state to increase their legal caseload will also receive this compensation, per student, based on the number of students the waiver covers (Twenty-Five Dollars and 00/100 ($25.00) per student). Music classes under eighty (80) students and Physical Education classes under forty-five (45) are not eligible for additional compensation. Co-taught classes are not eligible for additional compensation. The additional compensation is based on each semester separately at a rate of One Hundred Fifty and 00/100 ($150.00) per semester. High school classes will be pro-rated at Twenty-Five Dollars and 00/100 ($25.00) per block/class (based on One Hundred Fifty and 00/100 ($150.00) divided by six assigned classes). Students added after count day will be counted as one-student on day one of their attendance in class.

G. "Mentor Teacher" shall be assigned to the probationary teacher by the building principal. The "mentor teacher" insofar as possible shall be a tenure teacher in the same building, grade or discipline as the probationary teacher. It shall be the duty of the "mentor teacher" to assist and counsel the probationary teacher in acclimating him/herself to the teaching profession and the school system.

1. In accordance with the Michigan Revised School Code 380.1526, each teacher in his/her first three (3) years in the classroom shall be provided a mentor teacher. In no instance will an administrator serve as a teacher mentor. The mentor shall be selected by the Administration from a list of tenured

teachers in the District who have indicated an interest in mentoring, and a proficient or distinguished rating. Teachers in the District will not be forced to be mentors. Every effort will be made to match mentor teachers and mentees who work in the same building and who have the same area of certification. Where possible, the mentor teacher and the mentee shall be assigned common preparation time. If there are an insufficient number of mentor teachers, retired teachers or college professors may serve as a mentor teacher provided that he/she shall be paid at the rate listed in Section 2 below.

2. The mentor teacher shall be available to provide professional support, instruction, and guidance. The purpose of the mentoring assignment is to provide a peer who can offer assistance, resources, and information in a non-threatening collegial fashion. It is understood that the mentor-mentee relationship shall be confidential. Neither mentor nor the mentee shall be permitted to participate in the evaluation of the other. The mentor teacher assignment shall be for one (1) school year subject to review by the mentor teacher and mentee in April of each school year. The assignments may be renewed in succeeding years upon concurrence of the mentor, mentee, and the Administration. The mentor teacher shall be paid Four Hundred Dollars and 00/100 ($400.00) per mentee for the first year. If the mentee is placed on a plan of assistance, the payment will remain Four Hundred Dollars and 00/100 ($400.00). If the mentee is not on a plan of assistance, payment for the second year shall be Three Hundred Dollars and 00/100 ($300.00), and Two Hundred Dollars and 00/100 ($200.00) for the third year.

3. Mentees shall be provided with a minimum of fifteen (15) days of professional development during their first three (3) years of classroom teaching.

ARTICLE 9
VACANCIES AND PROMOTIONS

A. Whenever new positions or vacancies in the bargaining unit occur in the District, the Board shall publicize it by posting notices in each school building. A copy of said notice shall be sent to the President of the Association.

1. A vacancy is defined as either a newly created position of a current position in the bargaining unit, which the Board intends to fill, or a position which has become open due to the death, retirement, resignation or other separation of a bargaining unit member.

2. The Board shall provide seven (7) days for the submission of application, which shall be considered along with those from outside applicants.

3. If a vacancy occurs during the school year for any reason, the Superintendent has the option either to post the position or to temporarily fill the position until the end of that school year. At the conclusion of the school year, the position will be posted.

4. Summer postings – all staff shall be notified of postings by email.

ARTICLE 10
LEAVES

A. Paid Leaves

1. Sick Leave days

   a. Full time teachers shall be entitled to eight (8) annual sick leave days. Part time teachers or those employed after the beginning of the school year shall have annual sick leave days pro-rated.

   b. Annual sick leave days shall be taken by a teacher only for the following reasons and subject to the following conditions.

      1. A teacher may use all or any portion of his/her accumulated sick leave for personal illness, disability, or medical treatment, which shall include childbirth and/or complications of pregnancy.

      2. The Board may after three (3) consecutive days of absence request through the office of the Superintendent of Schools, a physician's statement be provided by the teacher. The Board, at its own expense, may require a physical examination from a doctor of its choice. If the teacher objects to that doctor, the Board will request a list of three appropriate doctors from the local medical society from which the teacher shall select a doctor. Any applicable requirements of the Family Medical Leave Act for documentation of FMLA leave shall supersede this provision with respect thereto.

   c. The appropriate number of days shall be credited to each teacher on the first day of employment.

   d. Any teacher who is absent due to conditions compensable under the Michigan Workers Disability Compensation Act shall elect 1) to receive only the benefits due under the Act, in which case the absence shall not be charged against accumulated sick days, or 2) to receive from the Board the difference between workers compensation payments received and teachers' salary. A sick day is to be deducted proportionately to the amount of teacher's salary paid by the Board.

2. Personal Leave Days.

   a. Four (4) annual personal leave days, for other than personal illness, shall be granted but not be taken the day prior to or following Christmas Break or Spring Break unless on an emergency basis or other extenuating circumstances as determined by the Superintendent. No more than three (3) personal leave days may be taken consecutively. Annual personal leave days shall not be taken for any scheduled professional development/in-service days unless on an emergency basis approved by the Administration or for personal illness, which may

require a doctor's verification. Personal leave days for other than personal illness will not be granted on the first and last day of the school year unless on an emergency basis.

b. Teachers must notify their building principal of a personal leave day three (3) days in advance in writing or by email unless it is an unforeseen emergency. For personal leave requests not to exceed three (3) consecutive days, no rationale is required. Unpaid days will only be granted on an emergency basis; unauthorized unpaid days will be reflected in the annual evaluation.

c. By May 15th each year, REA leadership will review the procedure for determining individual leave day balances with members. By June 1st, teachers may request the District buyback any remaining personal days at a One Hundred Dollars and 00/100 ($100.00) per day rate or their remaining personal days will automatically convert to sick days. If a teacher does not use any of their personal days within a given school year, and they elect to have them bought back, they will be eligible to receive a One Hundred Dollar and 00/100 ($100.00) incentive in addition to their Four Hundred Dollar and 00/100 ($400.00) payout for a total of Five Hundred Dollars and 00/100 ($500.00).

d. No more than three (3) teachers per building may be granted personal leave time on the same day. Leave time will be approved by building principal based on order of request.

3. Accumulated Sick Leave

a. Unused sick leave days and personal leave days shall accumulate as sick leave at year-end to a maximum of one hundred thirty-five (135) days.

4. Court and Funeral Leave

a. Any teacher who is subpoenaed who must attend court shall suffer no loss of pay. This provision shall not apply if the teacher attends court to testify without a subpoena against the Board or school District in a proceeding in which the teacher or Association is the opposite party.

b. The teacher is required to turn in the paycheck from court.

c. A teacher will be paid for up to three days (3) absence per occurrence (may be taken nonconsecutively) in the case of death in the immediate family, and necessary travel time, up to two days, if the bereavement is more than three hundred (300) miles distant from Reading, Michigan. Immediate family means parent, sibling, child, stepchild, aunt, uncle, spouse, significant other, grandparent, grandchildren, guardian, or corresponding in-laws, or any other person living in the same residence or who is an IRS dependent of the employee. This is in addition to leave day and sick leave time. The employer may require proof of attendance.

d. One (1) sick day for bereavement leave shall also be granted for any relative not listed above or a close personal friend. This is in addition to leave day and sick leave time. The employer may require proof of attendance.

5. Teachers shall be informed of a website they may log in to no later than one (1) hour prior to student report time to report unavailability for work. After said notification, the administration shall make a reasonable effort to acquire the services of a substitute provided. However, in the event a teacher fails to report unavailability for work in a timely fashion as required herein, such teacher shall, unless justification satisfactory to the building administrator is shown for such failure to so report, forfeit the right to a paid leave day, and may further be subject to other appropriate disciplinary action.

6. Leaves of absence without loss of pay or sick leave to the teacher may be granted by the Board for the following reasons:

   a. Accompanying students on approved field trips or otherwise acting in normal teaching capacity.

   b. Approved visitation at other schools.

   c. Attending approved curriculum related conferences or conventions including regional conferences and committee meetings.

   d. Upon written request, the Board may grant reimbursement for meals, mileage and lodging in connection with such leaves.

B. Unpaid Leaves

1. Leaves of absence for up to one year without pay shall be granted upon application for the following purposes:

   a. To recover from personal illness or disability that extends beyond the accumulated sick leave that prevents the execution of routine teaching assignments.

2. Leaves of absence for up to the remainder of the school year without pay shall be granted upon application for the following purposes:

   a. To care for a dependent child upon exhaustion of annual leave days.

   b. To adopt a child, commencing upon placement of the child.

3. Leaves of absence for up to one year without pay may be granted upon application for the following purposes:

   a. An extension of any of the leaves in Section 1 and 2.

   b. Study, research or special teaching assignment that is advantageous to the school system. Regular salary increment during such period shall be allowed.

c. Study related to the teacher's field, that field in which he/she is certified.

d. To campaign for public office.

e. Other justifiable reasons.

4. Military leaves of absence shall be granted according to law to any teacher who shall be called into active military service of the United States. Teachers on military leave shall be granted the benefit of any increments and sick allowance which would have been credited to them had they remained in active service of the school system.

5. Family and Medical Leave

A leave of absence of up to twelve (12) weeks during any twelve (12) month period shall be granted to eligible employees in accordance with the Family and Medical Leave Act (FMLA) for the purposes permitted by the FMLA. Such purposes include:

a. Because of and to care for the employee's child upon birth or placement for adoption or foster care. Entitlement to leave under these circumstances shall expire at the end of the twelve (12) month period beginning on the date of the birth or placement of the child.

b. To care for the employee's spouse, child, parent, grandparent or grandchild who has a serious health condition.

c. Because of an employee's own serious health condition that makes the teacher unable to perform the functions of the employee's position.

d. Other reasons provided under the act.

e. To be eligible for a FMLA leave, a teacher must have been employed for at least twelve (12) months, and for at least one thousand two hundred and fifty (1,250) hours during the previous twelve (12) month period and meet any other eligibility criteria of the FMLA for the particular type of leave. During the period of FMLA leave, the employee's health insurance benefits shall be continued as required by the FMLA, subject to Section 104 c (2) of the FMLA.

f. Supplementary insurance coverages may be continued by the teacher who prepays the premium cost to the business office of the school district, which will then make timely payment of the premium to the insurance company, provided the teacher has made a timely submission of the amount of the premium payment.

g. Paid leave available to the teacher under the terms of this Agreement and used by the teacher for the same purposes as the FMLA leave available, will be counted as part of the leave time

available and used under the FMLA leave. FMLA leave may be taken on an intermittent or reduced schedule when medically necessary according to the provisions of Section 102(b) of the FMLA.

h. The limitations found under Section 108 of the FMLA pertaining to special rules concerning employees of local educational agencies shall apply. All FMLA leaves shall be subject to and administered in accordance with the FMLA and its implementing regulations.

6. Provisions for all unpaid leaves.

a. Except in unforeseeable circumstances or emergencies, such requests must be submitted at least thirty (30) days prior to the requested leave and shall include starting and ending dates for the leave. The board will acknowledge receipt and acceptance of the request. In cases of emergency, the board will inform teachers that they will be using Family and Medical leave as soon as qualifying factors are evident. If the date on which the teacher is to return from the leave is in the subsequent school year, the teacher shall inform the Board by May 1st of his/her intent to return. Failure to notify the Board of such intent shall be considered a voluntary termination of employment with the District and all future rights to employment within the District.

C. Association Leave

a. At the beginning of every school year, the Association shall be credited with five (5) days to be used by teachers who are officers or agents of the Association for Association business such as conferences, seminars and workshops. None of such days may be used to participate in a labor dispute. The Association agrees to notify the Superintendent no less than 48 hours in advance of such leave. The Association shall reimburse the District the cost of the substitute and the employee's retirement for all days of Association leave.

ARTICLE 11
TERMINAL LEAVE

A teacher who is retiring and is eligible to collect benefits from the Michigan Public School Employees Retirement System, shall receive Fifty Dollars and 00/100 ($50.00) for each cumulative leave day over twenty (20) days, up to a maximum payment of one hundred fifteen (115) days.

ARTICLE 12
SCHOOL CALENDAR

The school calendar for the school year shall have 185 contract days (180 student days and five (5) staff days).

A. Definition of days are as follows:
   1. Staff Days (No students in attendance):
      a. Five (5) Professional Development Full Days
      b. One and a half (1 ½) Elementary Parent/Teacher conference days (one (1) fall afternoon and evening P/T day in October and one (1) winter evening day in February)
      c. One (1) High School Parent/Teacher conference half day (one (1) fall evening P/T day in October)
   2. After-School Required Staff Attendance:
      a. One (1) ninety (90) minute Open House in August with date determined in consultation with the Association.
      b. One (1) ninety (90) minute Celebration of Learning/Honor Roll Event with date determined in consultation with the Association.
      c. For Elementary Staff only:
         1. Elementary Christmas Program
      d. For High School Staff only:
         1. Senior Graduation Dinner and Class Night (Senior Awards Night)
         2. High School Graduation
            - If High School Graduation date is moved to any day besides Friday, this requirement will be renegotiated.

   3. Teachers will not be required to report for duty on any day the schools are closed due to "Act of God." If school is closed due to any reason and a teacher had a planned leave day scheduled, the teacher will not be charged for the leave day requested. If it becomes necessary to make-up days of instruction to qualify for full State Aid, such days will be scheduled consecutively at the conclusion of the school year. Good Friday can be used as a make-up if there are five (5) business days' notice and it is not adjacent to/included in Spring Break.

   4. Furthermore, teachers will work all days and/or hours of student instruction and professional development required by law for the District to receive full payment of State School Aid in each school year for the annual salary specified in Appendix A.

B. The school calendar year has been jointly developed by a committee of bargaining unit members selected by the Association and board/administrators selected by the Board and is attached in Appendix C.

   1. A teacher's daily rate of pay shall be determined by dividing the teacher's annual salary by the number of days the teacher is required to work during the school year. Teachers who agree to work days in addition to the contractual number of days shall be compensated at their daily rate for all such days. No additional days shall be worked or compensation paid without the Principal's written authorization.

2. The Board and Association recognize that the hours of student instruction time are subject to adjustment so that the School District satisfies all requirements of the Revised School Code and the State School Aid Act for full receipt of foundation allowances and other appropriations.

3. The calendar for the 2026-2027 school year will be opened by March of 2026 for negotiation. The calendar for the 2027-2028 school year will be opened by March of 2027 for negotiation.

ARTICLE 13
TEACHER EVALUATION

A. The Reading Community School District shall use 5D+TM Rubric for Instructional Growth and Teacher Evaluation. Administration and the Association agree to review evaluation models during the duration of this contract to review the effectiveness of the 5D+TM Rubric for Instructional Growth and Teacher Evaluation and explore other options.

B. A classroom Teacher will be evaluated pursuant to the Reading Community Schools' performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. The District will measure student growth up to and including 20% of the evaluation. Should the District return to remote status the student growth component will not be used for evaluation purposes.

1. Probationary and teachers in Developing and Needing Support both require an Individual Development Plan (IDP) with mid-year progress report and a mentor must be assigned.
2. May include review of lesson plans and state standards being taught as part of the evaluation.
3. Observations must be at least fifteen (15) minutes in length and require written feedback within fifteen (15) calendar days of an observation. If written feedback is not provided, the teacher shall be deemed effective. There will be of two (2) observations per school year, one of which will be scheduled with the teacher.
4. A teacher that receives three (3) consecutive effective ratings shall be exempt from evaluations for the next three (3) evaluation cycles.
5. The evaluation will move to annual if the instructor requests and receives a change of placement, or is placed on an IDP, or if the teacher is subject to a formal written discipline placed in their record.
6. All evaluators must be trained every three (3) years in the evaluation tool.
7. All evaluations must be completed before the end of the school year.

C. 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.

D. Each teacher shall have the right, upon request, to review the contents of their own personnel file in accordance with Michigan law. A representative of the Association may, at the teacher's request, accompany the teacher in this review. An administrator has the right to be present during the teacher's review of their file.

E. No material may be placed in a teacher's personnel file without the knowledge of the teacher and an opportunity for the teacher to respond to any material and include the response in the file except for items listed in letter F below.

F. Each teacher's personnel file shall contain the following minimum items of information:
1. Required medical information
2. All teacher evaluation reports
3. Teacher certificate
4. A transcript of academic records
5. Tenure recommendation

ARTICLE 14
PROTECTION OF TEACHERS

A. The Board recognizes its responsibility to give assistance to teachers with respect to the maintenance of control and discipline in the classroom within the confines of Board policies.

B. The teachers bear the primary responsibility for maintaining proper control and discipline in the classroom and understand that all disciplinary actions and methods involved by them shall be reasonable and just, and in accordance with written Board policy and written administrative regulations.

C. Any case of assault and /or battery upon or by a teacher while acting in scope of his/her employment shall be promptly reported to the Board. 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 attack on him or her. Legal representation as provided for above arises from and is subject to the Board's liability insurance policy.

D. Non-administrative complaints directed toward a teacher must be in writing and signed by the complainant and shall be called to the teacher's attention within ten (10) school days or completely dismissed as an issue. If the complaint is to become a part of said teacher's personnel file, the teacher shall be notified of such intent in writing and shall be permitted to add written comments thereto. This provision shall not apply to a complaint of an alleged inappropriate student-teacher relationship that would constitute professional misconduct or a complaint alleging a violation of the law.

E. The Board and the Association recognize that the ability of pupils to progress and mature academically is a combined result of home, school, and economic and social environment and those teachers alone cannot be held accountable for all aspects of the academic achievement of the pupil in the classroom.

F. Staff shall not be disciplined without just cause. Discipline includes reprimands, suspension and/or discharges, etc. It is further understood that the principles of due process and progressive discipline shall be followed. Progressive discipline shall include verbal reprimand, written reprimand, unpaid or paid suspension and discharge. Any discharge or termination of a teacher shall be governed exclusively by the applicable provisions of the Michigan Teacher Tenure Act, MCL 38.71 *et seq.*, and shall not be subject to the grievance procedure of this Agreement.

G. A teacher upon request may have another REA member, of the teacher's choice, present at a prearranged conference that is for the purpose of reprimand or discipline. All Weingarten Rights must be followed.

ARTICLE 15
GRIEVANCE PROCEDURE

A. A grievance is defined as a claim by a teacher, a group of teachers, or the Association that there has been a violation of a provision of this Agreement. The primary purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems arising from this Agreement. The 'grievant" is the person making the claim, that there is an alleged violation of the Agreement as provided in this article.

   Should a grievant fail to take prescribed action within the time specified, and/or leave the employment of the Board, all further proceedings or previously instituted grievance shall be barred. If economic gain or loss is involved, the Association may represent the grievant within the prescribed time limit.

B. In the event that it is believed that there is a basis for a grievance, it shall be expressed and discussed with the building principal within ten (10) days of the occurrence or discovery thereof. If no mutually agreeable solution has been reached within five (5) days after the discussion, the teacher of the Association may proceed to Step 1 of the formal grievance procedure.

C. Formal Grievance Procedure

Step 1: In order to invoke the formal grievance procedure, the grievant shall complete the grievance form and submit it to the building principal within ten (10) days of the informal meeting with the principal. The principal shall schedule a hearing within five (5) days of receipt of the grievance. The principal shall write his/her disposition of the grievance within five (5) days of the hearing and shall furnish a copy to the grievant and the Association.

Step 2: If the grievant is not satisfied with the disposition of the grievance by the principal, or no disposition is received within the time limit, the grievance shall be transmitted to the Superintendent within ten (10) days. The Superintendent shall conduct a hearing of the grievance within ten (10) days of its receipt. The Superintendent shall write his/her disposition of the grievance within five (5) days after the hearing and shall furnish a copy to the grievant and the Association.

Step 3: If the grievant is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within the period provided, the grievance shall be transmitted to the Board secretary within ten (10) work days. The Board or its designee, no later than its next regular meeting or ten (10) work days whichever shall be later, shall hold a hearing on the grievance or give such other consideration as it shall deem appropriate.

Disposition of the grievance in writing by the Board shall be made not later than ten (10) work days thereafter. If the grievance has not been satisfactorily settled, the Association shall, within twenty (20) calendar days of receipt of the Board's disposition, submit notification to the Board Secretary of its intent to pursue arbitration.

If the grievance has not been settled in Step 2, the parties shall submit to non-binding mediation before a mediator assigned by the Michigan Employment Relations Commission. If the matter is resolved in mediation, the resolution shall be reduced to writing and the grievance will be resolved. If mediation is unsuccessful, then the parties may proceed to Step 4.

If the parties cannot agree on the selection of the arbitrator within ten (10) days from the notification date that arbitration will be pursued, the arbitrator shall be selected by the American Arbitration Association in accord with its rules, which likewise governs the preceding. Neither party shall be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, nor subtract from the terms of the Agreement. Both parties agree to be bound by the award of the arbitrator.

D. Guidelines:

1. A grievance may be initiated directly with the Superintendent when either of the following conditions apply:

    a. A grievance involves a group of employees or an issue that applies to the unit as a whole.

    b. The action precipitating the grievance was initiated by management at a level higher than the Principal. When such grievances are initiated at the Superintendent level, the normal grievance procedure shall be followed as set forth, but with Level 1 of the formal grievance procedure removed.

2. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of both parties. The term days when used in this Article shall mean teacher work days.

3. The fees and expenses of the arbitrator shall be paid by the party adjudicated to be the loser. All other fees shall be borne by the party incurring them.

4. Hearings and meetings at all grievance levels will be established by mutual agreement between the Board and the Association and in no case will there be a loss of pay.

5. The arbitrator shall have no power to:

    a. Change any practice, policy, or rule of the Board nor to substitute personal judgment for that of the Board as to the reasonableness of any such practice, policy, or action taken by the board. The powers of the arbitrator shall be limited to determining whether the express terms of the Agreement have been violated and to determine the appropriate remedy if a violation occurred.

    b. Rule upon the termination or nonrenewal of a teacher.

    c. Rule upon the discharge or demotion of a tenured teacher.

d. Rule upon the failure to re-employ any teacher to a position on the extracurricular schedule.

e. Rule upon any claim where a teacher has redress in another legal form.

f. Any matter that is a prohibited subject of bargaining.

g. Teacher placement decisions, teacher evaluation decisions, employee discipline, teacher layoff/recall decisions, classroom observations and merit pay.

6. Notwithstanding the expiration of the Agreement, any claim or grievance having arisen thereunder may be processed through the grievance procedure until resolution.

7. All available information necessary to the determination and processing of any grievance shall be furnished upon request to all parties involved in said grievance.

ARTICLE 16
PLANS AND PROBLEMS COMMITTEE

Representatives designated by the Board and Association teams will meet when necessary for the purpose of reviewing the administration of the agreement and to resolve any potential problem which may arise, subject to the following:

A. These meetings are not intended to by-pass the grievance procedure but will be used in an attempt to resolve potential problems.

B. Meetings will be held on the last workday of the month at the request of either party by submitting to the other an issue or issues they wish to discuss, by the Friday before the meeting date. Other meetings may be scheduled mutually by the parties.

C. Should the meeting result in a mutually acceptable solution to the problem which would require an amendment to this Agreement, then this amendment shall be reduced to writing and be subject to ratification by the Board and the Association. However, the bargaining committees shall be empowered to effect temporary accommodations to resolve special problems not requiring the alteration of previously ratified Articles.

ARTICLE 17

REDUCTION IN PERSONNEL

A. Seniority

a. Seniority shall be defined as the length of continuous service from the last date of hire as a teacher in the District. If more than one employee has the same date of hire, seniority will be determined by the scheduled first day of work; if employees have the same first day of work, it shall be determined by the date and time of signing.

b. Approved leaves shall be credited for up to two (2) years toward seniority.

c. The Board shall provide the teachers with a current seniority list by October 31st each year. Objections to the list shall be filed within thirty (30) working days of the seniority list positing. All teachers shall be sent an email copy of the seniority list. In addition, the REA President and Secretary shall receive a hard copy.

B. Lay-off decisions shall comply with the Revised School Code 1248. Except in an unforeseeable emergency, non-tenured teachers subject to being laid off shall be so notified no later than June 30th. Tenured teachers will be informed that lay-off is possible sixty (60) days prior to June 30th. Teachers shall have until the last day of the school year in which to add any information to their personnel file regarding certification, majors or minors, endorsements, to declare in writing they do not wish to be assigned in some area in which they are certified and qualified, or to express areas which they will agree to take the course work to be qualified. The teacher shall further notify the Board and Association, in writing, if they petition the State Board of Education for nullification or limitation of his/her certificate, one or more endorsements thereon, or a grade level certification appearing on the certificate.

The certification and qualifications of a teacher shall be those as on file with the Board at the time of notice of layoff is sent. This certification and qualification of the teacher to be recalled from layoff shall be the certification and qualifications on file with the Board at the time the notification of recall from layoff is sent. It is the teacher's obligation to make sure the Board's records are correct and to notify the Board, in writing, of any inaccuracies or changes.

C. Recall Procedure:

All teachers who are to be recalled shall be notified in writing at the current address as reflected by the school personnel file. It shall be the responsibility of each teacher to notify the Board of any changes in address or any change to certification. In the event a teacher decided to accept said recall, they must notify the board in writing of their intent within seven (7) days. Failure to notify the Board shall result in a rejection of the offer of recall. The teacher must report to the assignment within fourteen (14) days, unless this limit is extended by the Board.

ARTICLE 18
FACULTY INCENTIVE GRANTS

A. The Board shall establish a fund for the purpose of reimbursing the actual cost of those employed by this agreement who successfully apply for, and participate in, a voluntary program which has as its focus the completion of annual school system goals established by the Board.

B. Grants for individuals or groups shall be awarded by the Board upon the recommendation of a "Grant Review Committee" composed of each building's School Leadership Team (SLT), one (1) Board member, the Superintendent of Schools, and the Technology Coordinator. This committee shall meet to determine grant awards.

C. The total grant program will be funded by the Board in the amount of Ten Thousand Dollars and 00/100 ($10,000) annually.

D. The grant program will be administered as follows:

1. No later than October 1 of each year, the Board shall establish a series of school system goals, which shall be distributed to all teachers.

2. Each applicant shall have until November 1 of each year to apply.

3. The grant application shall contain a general description of the project including a rationale for its completion and a list of materials or similar resources needed to complete the project and estimated cost. Innovation/creativity are encouraged.

4. The Grant Review Committee shall meet by November 15 to review all grant applications and give tentative approval to all projects.

5. Teacher/Applicants who wish to appeal the ruling of the Grant Review Committee may do so at a meeting of the Board of Education. The decision of the Board of Education regarding the grant shall be final.

E. Each teacher shall be entitled to participate in two (2) grant projects annually.

ARTICLE 19
MEDICALLY FRAGILE STUDENTS

A. A regular classroom teacher shall not be expected to perform routine, scheduled maintenance of a medical appliance or apparatus used by a medically fragile student or sustain his/her bodily function or to render routine scheduled care of maintenance of exceptional bodily functions related to such a student's impaired condition, except in emergency situations. The teacher shall be informed and instructed as to emergency measures, which may be necessary on occasion due to such a student's impaired condition. Otherwise, it is the responsibility of the teacher to implement the student's individualized education plan while attending to the educational needs of the student in the teacher's class.

ARTICLE 20
RETIREMENT NOTIFICATION

A. End of Year Retirement
   1. The Reading Board of Education shall pay a one-time stipend of One-Thousand Dollars and 00/100 ($1,000) to any teacher that submits a letter of retirement no later than January 31st, effective prior to the next school year. This payment will be made in the first paycheck of the new fiscal year (July 1st).

B. Mid-Year Retirement
   1. The Reading Board of Education shall pay a one-time stipend of One-Thousand Dollars and 00/100 ($1,000) to any teacher that submits a letter of retirement no later than June 1st, effective end of the 1st semester of the following school year. This payment will be made in the first paycheck following the teacher's effective retirement date.

ARTICLE 21
INSURANCE/BENEFIT

A. The board will pay up to the statutory caps per month for health insurance.

1. The District will make available the health/medical insurance programs, dental insurance programs, term life insurance programs, vision insurance programs, and long-term disability programs, identified in Article 22 of the Contractual Agreement, through the MESSA Consortium provided by the Lenawee County Intermediate School District Consortium. All insurance coverages are based upon the consortium plans and contingent on consortium rates. Should the District leave the consortium plan, insurance coverages and employee cost shares will remain the same unless a different agreement is negotiated.

2. The Board will provide, selected by the member during open enrollment, the employee's choice of the medical plans offered through the Lenawee County Intermediate School MESSA Consortium for a full twelve (12) month period each year for the teachers and their eligible dependents as defined by the MESSA consortium including sponsored dependents. Part time employees shall receive a pro-rated premium payment based upon percentage of full-time work. Example: An employee working half (1/2) time would receive 50% premium subsidy.

3. Any employee contribution to the employee's choice of medical plan will be deducted from each payroll in equal amounts throughout the school year. The increase or decrease in the dollar amount of the employee's contribution toward the premium due to a change in the premium cost during that twelve (12) month period will be reflected as equal as possible in each payroll deduction for the payrolls remaining in the contract year for each employee.

4. Should the Association wish to alter the benefit coverage level, it will contact the Superintendent. Such changes would be effective at a mutually agreed upon date of each year. Any such change must be agreed to by both the Board and the Association and will have to be ratified by the respective parties prior to implementation.

5. Any increase shall not go into effect until a successor agreement has been entered. Nothing herein shall be interpreted to extend this Agreement beyond its explicit expiration date. On January 1 of each succeeding year, this amount will increase to the maximum amount allowed by the state hard caps up or if no hard caps exist, by 2%.

B. Ancillary Benefits

1. The Board shall provide a 125 Plan, which permits an employee's contribution towards premiums to be paid with pretax dollars.

2. The Board has adopted a qualified plan document that complies with Section 125 of the Internal Revenue Code. Teachers electing to use Premium Conversion Account shall do so through a Salary Reduction Agreement and payroll deduction. All costs relating to implementation and administration of benefits under the program shall be borne by the Board.

3. The Association understands that the District will solicit comparable bids for any new coverages, as required by the Public Employees Health Benefit Act, MCL 124.71.

4. Delta Dental

Cleanings: 2 per year
Class I 100%
Class II 80%
Class III 80%
Annual Max for Class I, II, III – $1500
Class IV 80%
Lifetime Max for Class IV – $1500
X-ray procedures covered under Class II

For the Delta Dental coverage, the District will pay 80% of the premium for each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu. Each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu will be responsible for the remaining 20% of the premium.

5. MESSA term life insurance as defined by the Consortium plan.

Basic term life with medical - $5,000
$45,000 Negotiated life
$45,000 Negotiated accidental death and dismemberment

The District will pay 80% of the premium for each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu. Each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu will be responsible for the remaining 20% of the premium.

6. Vision Service Plan (VSP) - VSP 2 Silver as defined by the Consortium plan.

The District will pay 80% of the premium for each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu. Each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu will be responsible for the remaining 20% of the premium.

7. Long Term Disability

The Board agrees to provide to all teachers an insured income continuation plan for disability extending beyond the teacher's accumulated sick leave. The income continuation plan and insurance carrier are as set forth in the Consortium plan as mutually agreed upon.

For long term disability insurance, the District will pay 80% of the premium for each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu. Each bargaining unit member enrolled in a qualifying medical plan (as defined by the Consortium plan) or for those members electing cash-in-lieu will be responsible for the remaining 20% of the premium.

ARTICLE 22
DURATION OF AGREEMENT

A. The provision of this Agreement will become effective upon ratification by the Association and the Board and will continue in full force and effect until August 31, 2028 (and shall thereupon automatically terminate unless extended by mutual agreement of the parties.) Other than the wages and benefits identified in this Agreement, there shall be no material increase in wages or benefits unless ratified by both parties. No lanes or steps or benefit increases will be allowed after this Contract has expired unless expressly ratified by both parties.

An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1501 et seq., may reject, modify, or terminate this collective bargaining agreement as provided in the Act. THIS AUTHORITY IS A PROHIBITED SUBJECT OF BARGAINING UNDER THE PUBLIC EMPLOYMENT RELATIONS ACT (PERA).

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 30th day of July 2025.

READING COMMUNITY SCHOOLS

8/6/2025
President, Board of Education

8/4/2025
Secretary, Board of Education

8/6/2025
Superintendent

READING EDUCATION ASSOCIATION, MEA/NEA
3G UNIFIED BARGAINING ASSOCIATION

8/6/25
Reading Education Association, President

8/6/25
UniServ Director

SCHEDULE A
REA SALARY SCHEDULE

2025-2026

Step	BA	MA
1	42,821	47,660
2	44,962	50,040
3	47,210	52,545
4	49,571	55,170
5	52,049	57,931
6	54,652	60,826
7	57,384	63,869
8	60,251	67,061
9	63,266	70,416
10	66,427	73,935
11	69,205	75,424

This salary schedule represents a 3% raise. Steps will be granted for the 2025-2026 school year.

2026-2027

Step	BA	MA
1	44,106	49,090
2	46,310	51,542
3	48,626	54,122
4	51,058	56,825
5	53,610	59,669
6	56,291	62,650
7	59,106	65,785
8	62,058	69,073
9	65,164	72,528
10	68,420	76,154
11	71,281	77,687

This salary schedule represents a 3% raise. Steps will be granted for the 2026-2027 school year.

2027-2028

Step	BA	MA
1	44,988	50,072
2	47,237	52,573
3	49,599	55,204
4	52,079	57,961
5	54,683	60,863
6	57,417	63,903
7	60,288	67,101
8	63,300	70,455
9	66,467	73,979
10	69,788	77,677
11	72,706	79,240

This salary schedule represents a 2% raise. Steps will be granted for the 2027-2028 school year.

SCHEDULE B
READING COMMUNITY SCHOOLS
EXTRA SERVICE

12th Grade Advisor	5%
11th Grade Advisor	4%
10th Grade Advisor	2%
9th Grade Advisor	2%
8th Grade Advisor	1%
7th Grade Advisor	1%
*Yearbook	3%
Quiz Bowl High School	1% (2)
Quiz Bowl Elementary	1% (2)
National Honor Society	3%
Mentor Teachers	See Article VIII
Fair Booth Committee	1% (2)
PTO Christmas Program	1% (2)
Art Club:	
High School	3%
JH/Middle School	1.5%
Varsity Club	5.5%
Drama (per production)	3%
Youth in Government:	
High School	3%
Clay Target Club	3%
Key Club	1%
Band and Choir Director:	
Senior High	12%
Junior High	4%
Core Content Committee Chair(s)	$325.00
Project Management Team Chair(s)	$325.00
EMC Coordinator	$2,500.00
MiTSS Instructional Coaches:	
Elementary Building	$2,500.00 (2)
High School Building	$2,500.00 (1)

Cross Country:	
Varsity	9.5%
JH/Middle School	4.5%
Cheerleaders:	
Varsity Sideline	9.5%
Varsity Competitive	9.5%
JH/Middle School Competitive	4.5%
Football:	
Head Varsity	12%
Assistant Varsity	8% (2)
Head Reserve/JV	8%
Assistant Reserve/JV	8% (2)
JH/Middle School	4.5% (2)
Volleyball:	
Varsity	12%
Reserve/JV	8%
JH/Middle School	4.5% (2)
Basketball:	
Varsity	12%
Reserve/JV	8%
JH/Middle School - 7th	4.5% (2)
JH/Middle School - 8th	4.5% (2)
Wrestling:	
Varsity	12%
Assistant Varsity	4%
JH/Middle School	4.5%
Track:	
Varsity	9.5% (2)
Assistant Varsity	4% (2)
JH/Middle School	4.5% (2)
Baseball:	
Varsity	9.5%
**Reserve/JV	6%
Softball:	
Varsity	9.5%
**Reserve/JV	6%

*Note: Not paid if most of the work for the activity is done in a normal work assignment.
**Note: If there is no Reserve/JV, an Assistant Varsity Coach may be hired at 3%

Percentages on the Schedule B shall be applied to the Bachelor's salary step corresponding to the individual's number of years of experience in that activity in Reading Community Schools to a maximum of the 11th step. All new people to the activity will begin at step 1. If the activity renumerates at a dollar figure, there is to be no step consideration.

In the event any of the foregoing positions are not filled within the bargaining unit prior to the commencement of the school year, persons outside the bargaining unit may be hired by the Board to fill such positions, provided that:

A. If such positions are filled for an amount less than above-scheduled, the compensation so paid shall in no way be deemed to establish the value for such services in subsequent negotiating years.

B. That such unfilled positions shall not be offered outside the bargaining unit at any rate of pay higher than above provided unless first offered at said higher rate to the members of the bargaining unit.

MEA

Michigan Education Association

424 Riverside, Battle Creek, Michigan 49015
269-965-2251 ▪ Fax: 269-965-8322

Letter of Agreement
between
Reading Education Association
and
Reading Board of Education

August 7th, 2025

The Reading Education Association (Association) and the Reading Board of Education (Board) agree to the following for the 2025-2026 school year(s):

In recognizing the Elementary School Open House date change from Wednesday, August 13th, 2025 to Monday, August 18th, 2025, the District will provide Elementary staff members an additional personal half day to their personal bank. Elementary staff members will start the school year with 4.5 personal days. This personal half day is subject to the buyback clause in Article 12 and if unused by the end of the year may be bought back at a rate of Fifty Dollars and 00/100 ($50).

This resolves the contract issue that resulted in changing the bargained contract.

Reading Education Association

8/7/25
For the Association Date

Reading Board of Education

8/7/2025
For the Board Date

MEA

Michigan Education Association

424 Riverside, Battle Creek, Michigan 49015
269-965-2251 ▪ Fax: 269-965-8322

Letter of Agreement
between
Reading Education Association
and
Reading Board of Education

August 7th, 2025

The Reading Education Association (Association) and the Reading Board of Education (Board) agree to the following for the September 1, 2025 – August 31, 2028 contract period:

Add the following language in Article 6, Section B:

"Elementary teachers will receive a thirty (30) minute duty free lunch."

Add the following language in Article 10, Section A, Subsection 1:

"If the Earned Sick Time Act (ESTA) is in effect, paid leave earned each ESTA year may be used for any ESTA purpose."

Reading Education Association

8/7/25
For the Association Date

Reading Board of Education

8/7/2025
For the Board Date