MASTER AGREEMENT

BETWEEN

STANTON TOWNSHIP BOARD OF EDUCATION

AND

COPPER COUNTRY EDUCATION ASSOCIATION

2024-2027

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ARTICLE 1

RECOGNITION

The Board hereby recognizes the Copper Country Education Association as the exclusive bargaining representative as defined in Section II of the Michigan Public Employment Relations Act, for all certified professional personnel under contract or employed by the Board, excluding those whose primary duty is that of supervision of professional personnel, clerical and office personnel, food service, custodial personnel, and bus drivers, substitutes, and all other employees.

ARTICLE 2
BOARD RIGHTS

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the law and constitution of the State of Michigan and/or the United States.

The Stanton Township Schools are a general powers school district in accordance with Public Act 289 of 1995, Public Act 451 of 1976, M.C.L. 380.11a, as amended.

A. Such rights shall include by way of illustration and not by way of limitation, the right to:

1. Manage and control its business, its equipment, and its operations, and to direct the working forces and affairs of the school district.

2. Continue its rights, policies and practices of assignment, and direction of its personnel, determine the number of personnel and scheduling of all the foregoing, but not in conflict with the specific provisions of the Agreement.

3. The right to direct the working forces, including the right to hire, promote, suspend, and discharge employees, transfer employees, assign work or duties of employees, determine the size of the work force and to lay off employees.

4. Determine the services, supplies, and equipment necessary to continue its operations and to determine all methods and means of distributing, disseminating, and/or selling its services, methods, schedules and standards of operation, the means, methods, and processes of carrying on the work.

5. Adopt reasonable rules, policies, and regulations.

6. Determine the number and location of relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions, or sub-divisions thereof.

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

8. Determine the size of the management organization, its functions, authority, amount of supervision, and table of organizations.

The exercise of these powers, rights, authorities, duties, and responsibilities by the Board shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in accordance with state and federal laws. It is further understood that the above rights are not to be interpreted as abridging or conflicting with any specific provisions of this Agreement unless any provision or application of this Agreement prohibits the District from complying with State or Federal Laws.

B. Should an unforeseen change in legislation, working conditions, or positions in the District occur during the term of this Agreement, the parties may mutually agree to negotiate the item of concern.

C. It is understood by the parties that the establishment of new positions in the District shall be subject to negotiation between the parties.

D. An emergency manager appointed under the local government and school district fiscal accountability act may reject, modify or terminate the collective bargaining agreement as provided within the local government and school district fiscal accountability act.

ARTICLE 3

ASSOCIATION RIGHTS

A. Pursuant to the provisions of the Michigan Public Employment Relations Act, the Board hereby agrees that every one of the employees of the Board shall have the right freely to organize, join, and support the Association, for the purpose of engaging in collective bargaining or negotiation 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 provisions of the Michigan Public Employment Relations Act, or other laws of Michigan, or the constitutions of Michigan and 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 membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards and other established media of communication shall be made available to the Association and its members. The Association and its members shall also be entitled to use school equipment and supplies as needed. The Association shall reimburse the District for any reasonable cost incurred in using the building, equipment, and/or supplies.

C. The Board agrees to furnish to the Association in response to reasonable request from time to time all available information concerning the financial resources of the District, tentative budgetary requirements in allocations, and such other information as will assist the Association in developing intelligent, accurate, informed, and constructive programs on behalf of the teachers and their students.

D. By the end of the 4th week of school, designated Association representatives will be given a complete listing of all bargaining unit staff that includes the following:

i. . First, middle, and last name.
ii. Start date of employment in current bargaining unit.
iii. FTE, step, lane placement with annual salary (Base contractual wage or Schedule A only).
iv. Building(s) and room number(s) assigned.
v. Employee identification number (if applicable).
vi. State Personal Identification Code (PIC) if applicable.
vii. Name of position.
viii. Work email address and personal email address.
ix. Home mailing address.
x. Home and cell phone number.

1. The above-listed information shall be provided via email in an attached Excel template format provided by the Association.
2. Designated Association representatives shall be given, via e-mail and attached excel document, the same information detailed above within ten (10) business days of any new hires of bargaining unit members that occur throughout the school year and summer.
3. Termination of employment, by any bargaining unit member shall be reported to the designated Association representatives, including the termination date, via e-mail no later than ten (10) business days after the member's last day of employment.
4. Notification of any bargaining unit member placed on layoff or leave of absence (paid or unpaid) lasting
more than five (5) days shall be reported to the designated Association representatives via e-mail no later
than ten(10) business days after the first day of leave. Notification of any
bargaining unit member returning from a layoff or leave of absence (paid or unpaid) shall be reported to the
designated Association representatives via e-mail no later than ten (10) business days after the first day of return.

ARTICLE 4

TEACHER RIGHTS

A. The teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher, or the lack thereof, shall be grounds for any discrimination, with respect to the professional employment of such teacher. The private and personal life of any teacher is not within the appropriate concern or attention of the Board, unless it has an adverse effect on the teacher's ability to function in the classroom.

B. The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status. Membership in the Association shall not be denied to any teacher because of race, creed, sex, marital status or national origin.

C. Students, parents, or other parties occasionally voice complaints about a teacher or submit complaints about a teacher. Upon the Administration receiving a considered complaint, the affected teacher shall be notified promptly prior to any further action on the verbal or written complaint. The complaint shall be investigated by the Administration. If necessary, a meeting shall be scheduled between the Administrator, the affected teacher, and the complainant. Any of these parties are entitled to bring to such meeting an additional representative deemed appropriate to help resolve the complaint. If any material related to a complaint is placed in a teacher's personnel file, the teacher shall be entitled to attach a written response.

D. 1. Copies of the official Board minutes shall be posted in the teacher workroom no later than seven (7) days following the Board meeting.

2. Copies of the Master Agreement shall be provided without cost to each bargaining unit member within 30 business days of ratification by both parties.

ARTICLE 5

TEACHING HOURS AND CLASS LOADS

A. Full-time teachers are to report for duty 30 minutes before the opening of the students' regular school day. Part-time teachers are to report for duty 30 minutes before the start of their first instructional period. This time is designated for planning, preparation, and limited student supervision.

Teachers are encouraged to remain for a period of time after the end of the student day to attend to matters associated with their profession. Twice a month, teachers will be obligated to attend a 60 minute faculty meeting scheduled by Administration. One staff meeting per month will be for preparation time unless a staff meeting is absolutely necessary as determined by the superintendent. Part-time teachers shall be obligated to attend meetings, in-services, and conferences on a pro-rated basis according to their teaching schedule. Mileage shall be paid at the school rate for a part-time teacher who is required to return to school for a meeting. The meetings attended by the part-time teacher will be determined by the superintendent. Teachers will be responsible to obtain information from the meetings missed. On alternate weeks, teachers will be obligated to remain at the school, Monday through Thursday, for 15 minutes, after students are dismissed. On Fridays, or days preceding holidays or vacations, teachers may leave after the end of the student day. If a ½ day in-service is to be scheduled to coincide with an obligatory faculty meeting, and lasts beyond 3:30 p.m., and not later than 4:30 p.m., the in-service/staff meeting will count as one (1) of the two (2) monthly meetings.

Mileage will be paid according to the Master Contract to attend a meeting in an unassigned building.

B. Lunch period at the Holman School shall be duty free. If lunchtime supervision is required by the administration at the E.B. Holman School, then the teacher shall be provided with **a free lunch and a half hour of sub pay or a free lunch and a ½ hour of comp time. The choice on how to be paid will be left up to the teacher.** Teacher's lunch balances must be used up by the end of the school year.

C. All full-time teachers shall be required to work a minimum of five (5) hours of instruction per regular day.

D. Teachers of grades K-5 will supervise one (1) 15 minute recess period per week. Teachers may volunteer to supervise additional recess periods for compensation beyond the one (1) per week. Teachers may be required to supervise an additional recess period if enough volunteers are not obtained. Teachers volunteering for, or required to supervise additional recess periods shall earn one (1) compensatory day for every 300 minutes (20 recess periods) worked. Multiples of 300 minutes will be compensated as comp days. Unused periods will be paid at a pro-rated substitute teacher's pay.

E. On those days when students are dismissed during the school day because of inclement weather, teachers may leave after the last students leave or earlier if dismissed by supervisor.

F. Because preparation is important to providing quality instruction, the District shall provide each teacher with preparation time free from students and other responsibilities. Preparation time shall be equalized between teachers.

When a teacher is not able to receive their scheduled preparation time because the District is unable to provide a special instruction period for their preparation time, the Teacher shall be compensated **the amount of salary paid to said teacher prorated to the amount of preparation time lost or additional comp time prorated to the amount of prep time lost.**

G. A Special Instruction Period shall be provided weekly for each class for the full year.

H. If an elementary teacher has more than 24 students, they will receive a stipend at the end of each semester of $100 for each student over 24. This will be prorated to the number of days there was enrollment over 24.

If the middle school student enrollment is over 75 total, each middle school teacher will receive a stipend at the end of each semester for $50 for each student over 75. This will be prorated to the number of days there was enrollment over 75.

ARTICLE 6

TEACHING CONDITIONS

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 the Association and the Board. It is also 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 ensuring that the energy of the teacher is primarily utilized to this end.

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that every effort will be made by the Board and the Administration to maintain class size at what is mutually considered to be reasonable.

B. The Board will continue its efforts to keep the school reasonably and properly equipped and maintained.

C. The Board shall provide:

1. A separate desk for each teacher in the district, with a lockable drawer space.
2. Suitable closet space for each teacher to store coats, overshoes, and personal articles.
3. Adequate **whiteboard** space in every classroom.
4. Copies, exclusively for each teacher's use, of all texts used in each of the courses he/she is to teach.
5. Adequate storage space in each classroom for instructional materials.
6. Adequate attendance books, paper, pencils, pens, **dry erase markers, dry** erasers, and other such material required in daily teaching responsibility.
7. A computer connected to the district system.

D. The Association and the Board agree with the general philosophy of school improvement through site-based decision making, effective schools programs, or other methods, as provided in Section 1277 of the Revised School Code MCL380-1277. The conditions, which shall govern participation in any and all plans, shall be as follows:

1. Participation by the teacher is voluntary.

2. This Master Agreement may not be modified in whole or in part as a result of site based decision making (School Improvement) except by mutual, written agreement between the Association and the Board.

E. **If a controversy develops over a curriculum offering or course content in the Stanton Township Public Schools District, the Board will investigate and provide direction and guidance to the teachers and/or instructors involved.**

ARTICLE 7

PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

A. To be qualified, a teacher must also meet **the applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification.**

ARTICLE 8

PAID LEAVES

Sick Leave

1. At the beginning of each school year, each teacher shall be credited with ten (10) days of sick leave, the unused portion of which shall accumulate from year to year to a limit of 170 days for maximum accumulation. The leave days may be taken by a teacher for the following reasons and subject to the following conditions:

    a. A teacher may use all or any portion of accumulated sick leave days to recover from his/her own illness or disability, which shall include, in part, dental and eye care, and all disabilities caused or contributed to or by pregnancy, miscarriage, abortion, childbirth and recovery.

    b. Illness in the immediate family when deemed necessary by the teacher. Immediate family shall be defined as spouse, mother, father, brother, sister, child, grandchildren, grandparents or dependent in the household.

2. The Board shall furnish each teacher with a written statement at the beginning of each school year setting forth the total of sick leave credit. Any change in the number of hours a teacher works will result in a corresponding adjustment to his or her sick leave. (e.g. a half-time teacher moved to full-time will have his or her sick leave days multiplied by two. A full-time teacher moved to half-time will have his or her sick leave days divided by two.)

3. The Board of Education reserves the right to require a doctor's certificate as evidence of a chronic illness, or an illness that extends for five (5) or more work days. The superintendent shall certify as to the legitimacy of a claim for compensation for absence. The Board will pay the expense of a doctor's certification, if it is not covered by the member's insurance.

A. Terminal pay

Terminal pay for all accumulated sick leave days shall be paid consistent with Article 11, paragraph B, at a rate of $40.00 per day, up to a maximum of 150 days.

Personal Leave

1. At the beginning of every school year, each employee shall be credited with three (3) days to be used for the employee's personal use. An employee may accumulate up to five (5) personal days. The employee need not tell how the leave time is to be used. A fourth day may be granted when reason is given. An employee planning to use a personal day or days shall notify his/her supervisor at least forty-eight (48) hours in advance, except in cases of emergency. At the end of each school year, any unused personal days over five (5) shall be accumulated to the employee's sick leave. A maximum of two (2) employees shall be eligible for personal leave on any one day during the months of May and June.

2. Personal leave may be granted after a holiday if substitute teachers are available. Personal leave shall be granted before and after holidays in cases of legal obligations, family emergencies, or the death of a friend or relative. If a teacher violates the personal leave policy, he/she will forfeit that day's salary.

3. The personal leave days used shall not be deducted from annual or cumulative sick leave.

4. Any change in the number of hours a teacher works will result in a corresponding adjustment to his/her personal leave, i.e.; a **full** time teacher moved to **half**-time will have his/her personal leave days divided by two (2). A **half**-time teacher moved to **full**-time will have his/her personal leave days multiplied by two (2).

5. **Personal** Leave may be taken in 1-hour increments.

Compensation Time (Comp Time)

Comp time is time off allowed an employee who agrees to provide a service negotiated by the parties without financial compensation (i.e.; recess, or periods beyond those required by the contract). An employee planning to use comp time shall notify his/her supervisor 48 hours in advance. Comp time will be granted if a substitute is available.

Compensatory Leave:

1. Teachers may carry compensatory time of up to 3-days into the next contract year.

2. A teacher's bank, may not exceed 5-full days at the end of any given school year.

Cash-in of Compensatory Days:

Teachers will have the following options to utilize Compensatory Days.

1. Paid time-off.
2. Add to accumulated sick leave bank.
3. Received a stipend **equal to a full day's sub pay.**

Bereavement Leave

Teachers will be granted a maximum of four (4) days for a death in the immediate family. Such time will not be deducted from sick leave or personal leave. Two (2) additional days, chargeable to sick leave, may be granted if needed. Immediate family is defined as spouse, child, mother, father, brother, sister, mother-in-law and father-in-law, grandparents, grandchildren, brother-in-law, sister-in-law, nieces, nephews, aunts, uncles, and any person living in the household, or a close friend.

Workers' Compensation

Any regular employee of the school system who incurs, in the line of duty, an injury for which he/she receives compensation under the Workers' Compensation Act shall be paid for a period of not exceeding the duration of this agreement, the difference between his/her salary and the amount received under Workers' Compensation. Thereafter, the employee

who has been injured in the course of his employment will receive compensation as provided under the Michigan Compensation Act.

Jury Duty

An employee who serves on jury duty or is subpoenaed as a witness during his/her regular scheduled work day will be paid the difference between the jury duty pay and his/her regular pay if the jury pay is less. The employee agrees to report to work on any day during which he/she is excused as a juror or witness prior to 12 o'clock noon. The employee also agrees to notify the administrator within twenty-four (24) hours of his/her selection as a juror or subpoena as a witness.

Conferences

Attendance at conferences, workshops, and in-service activities will be encouraged by the Association and the Board. The Board shall reimburse any reasonable and necessary costs incurred; however, requests to attend are subject to Administrative approval and shall be made in writing, along with an estimate of the cost of attendance.

Association Leave

The Association shall be granted six (6) days leave with pay for the purpose of conducting Association business and attending Association meetings/functions. The President shall notify the appropriate Administrator 5 days prior to the use of said day by a member of the Association. **The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for Association release time.**

ARTICLE 9

LEAVE OF ABSENCE WITHOUT PAY

A. A leave of absence of up to two (2) years shall be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other school districts, states, territories or countries; foreign or military teaching programs; the Peace Corps, Teacher Corps or Job Corps as a full-time participant in such programs; or a cultural travel or work program related to his/her professional responsibilities, provided said teacher states, in writing, his/her intention to return to the school system. Upon return from such leave, provided that a job is available for which the Teacher is qualified, a teacher shall be placed at the same position on the salary schedule as he/she would have been if teaching in the District during such period.

B. A leave of absence of up to one (1) year shall be granted to any teacher upon application, with an additional year granted upon request one (1) month before the start of the school year, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities. Upon return from such leave, provided that a job is available for which the Teacher is qualified teacher shall be placed at the position on the salary schedule he/she would have been entitled when he/she commenced leave.

Consistent with its responsibility under the Family and Medical Leave Act ("FMLA"), the Board has adopted a leave policy that conforms to that law for certain leaves of absence. An eligible teacher may apply for FMLA leave as permitted by law and Board policy.

1. Upon return from any ~~(~~FMLA Leave~~)~~ the teacher shall be allowed to resume and continue the job he/she held prior to taking the leave, provided the teacher returns at the conclusion of the FMLA authorized leave (i.e., up to 12 workweeks). If a teacher's absence exceeds the FMLA leave period, the teachers shall be returned to any open vacancy for which the teacher is qualified, at the District's discretion.

2. **FMLA leave shall be concurrent with other applicable leaves, including worker's compensation leave. The FMLA leave year shall be calculated on a rolling-backward basis, except for military caregiving leave which must be calculated on a rolling-forward basis by law. An eligible employee may take FMLA leave intermittently for serious health conditions, for the care of a family member with a serious health condition, and for military leaves. FMLA leave may not be taken intermittently for other reasons except as required by law.**

C. A leave of absence for up to one (1) year shall be granted to any teacher for the purpose of childcare for the teacher's newborn or newly adopted child. The application for such leave shall be received by the Superintendent no later than sixty (60) calendar days prior to the effective date of such leave, except in cases of extreme emergency, and shall include a statement of the exact date on which the teacher wishes to have the leave begin. A teacher desiring to return from such leave shall notify the Superintendent at least sixty (60) calendar days prior to the date he/she wishes to resume teaching. A leave of absence for up to one year may be granted to a teacher for any other reason, if approved by the Board. A teacher desiring such a leave shall make the request, in writing, at least ninety (90) days prior to the commencement of the leave, and shall, at the same time, indicate the anticipated day of return to teaching. The teacher shall be placed at the same position on the salary schedule as when they left provided a job is available for which the teacher qualified.

ARTICLE 10

PERSONAL FILE

A. Each teacher shall have the right, upon request, to review the contents of his/her personal file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Each teacher's personal file shall contain the following minimum items of information:

- Copies of annual contracts
- Teacher certificate
- A transcript of academic records
- Tenure recommendation

No material may be placed therein without allowing the teacher an opportunity to file a response thereto, and said response shall become a part of said file.

ARTICLE 11

PROFESSIONAL COMPENSATION

A. All teachers may be given full credit on the salary schedule set forth in Appendix A for full years of outside teaching experience in any school district in the State of Michigan or other teaching experience in a school district accredited by a recognized accrediting agency upon Board approval.

B. In recognition of service to the school district, a terminal leave payment of forty dollars ($40.00) for unused accumulated sick days shall be paid to a teacher who has served at least eleven (11) years in the district upon termination of employment in this system, limited to one hundred fifty (150) days, except in the case of teacher being terminated for cause. Terminal leave pay for part-time teachers shall be pro-rated. (i.e.; a half-time teacher with 70 days accumulated sick leave shall be paid $40.00 x 70 days x half-time = $1400.00).

C. Salaries will be paid out according to one of the following three options. Each bargaining unit member must notify the administration prior to the first scheduled pay period which option is desired.

OPTION 1. Contract salary to be divided into twenty-six (26) equal payments, to be made at fourteen (14) day intervals throughout the year.

OPTION 2. Contract salary to be divided into twenty-one (21) equal payments, to be made at fourteen (14) day intervals, to coincide with those paydays established in Option 1.

OPTION 3. Any bargaining unit member selecting Option 1 may receive all contract salary due for the year on the last day of the regular school year. (With the exception of the years, when notified by the District, that the district's cash flow could not sustain the payment without the District borrowing funds, to be able to make "the all contract salary due for the year payment", on the last day of the school year).

ARTICLE 12

INSURANCE BENEFIT

A. The Board will limit its expenditures for employee "Medical Benefit Plans" to be in compliance with Public Act 152 of 2011, the (Publicly Funded Health Insurance Act). **If no hard cap exists under 2011 PA 152, the contribution shall increase by the percentage increase in insurance costs from the previous year, up to 3%. Should this occur during the term of the Master Agreement, the Association and the District agree to negotiate to consider increased District financial contributions to members' health insurance premiums and other financial contributions allowed under PA 152.**

The "Medical Benefit Plan" that is negotiated must be from plans that qualify under Public Act 152 of 2011; Section 2, Subsection (e).

The Board agrees to provide premium payments in accordance with Public Act 152 of 2011; Section 3, as described below for an employee "Medical Benefit Plan"**for the period July 1 through December 31, 2024 and** for a **calendar** year of twelve (12) months (**January 1, 2025** through **December 31, 2025**) provided the individual is employed full-time, employees less than full-time will be prorated accordingly. For employees who work less than the applicable position's work year due to being hired after the **calendar** year or who resign, retire or are terminated before the end of the **calendar** year or whose census category changes during the **calendar** year will receive prorated Board premium payments accordingly. The Districts premium contributions will be made on a monthly basis for active employees.

The Board provided premium contributions for any employee's applicable "Medical Benefit Plan", (Single, Two-Person or Family), shall pay no more of the annual costs, charged for the applicable plans or illustrative rates for those applicable plans, including any payments for reimbursements of co-pays, deductibles, or payments into health savings accounts, flexible spending accounts, or similar accounts used for health care costs, than a total amount equal to **$7,718.26** times the number of qualifying employees with single person coverage, **$16,141.28** times the number of qualifying employees with individual-and-spouse coverage or individual-plus-1nonspouse-dependent coverage, plus **$21,049.85** times the number of qualifying employees with family coverage, for the **calendar** year period from **January 1, 2025 to December 31, 2025**

The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UPAPA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UPAPA, or if the UPAPA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life, and long term disability benefits are still subject to this collective bargaining agreement.

"Medical Benefit Plan"- MESSA Package 1-**5 calendar** -Year **January 1, 2025 through December 31, 2025**

1. MESSA Package 1-MESSA Choices **(7F)** $500/$1000, 0% Coinsurance, $20 OV Copay, $25/$50 UC/ER Copay, Saver RX
2. MESSA Package 2-MESSA Choices **(8C)**$1000/$2000,
3. MESSA Package 3-MESSA ABC Plan1,**(7V) $1600/$3200**,
4. MESSA Package 4-MESSA ABC Plan~~1~~ **2, (9H)** $2000/$4000
5. **MESSA Package 5-MESSA Balance+ $1600/$3200**

Board Paid Maximum Monthly Premium Payment paid in monthly installment for Full Time Active Employees for **Calendar** Year **2025**:

Family Plan: **$1,750.65** Monthly.

Two Person Plan: **$1,342.49** Monthly.

Single Subscriber Plan **$641.90** Monthly.

Any portion of the actual applicable plan's annual **calendar** year premium cost not covered by the Board paid "Medical Benefit Plan" **calendar** year maximum premiums (MESSA Package 1-**5**) or (Ancillary plans) shall be paid by the employee via payroll deduction. Employees must authorize the District the right to deduct the employee's portion of the applicable plans premium contribution via payroll deduction as a condition to be eligible for the "Medical Benefit Plan".

The employee paid applicable plan premium payments made via payroll deduction to cover the employee contribution shall be evenly spread over the existing pay-periods the employee has selected for their salary payments.

Employees will also pay all deductibles, co-pays, payments into health savings accounts and flexible spending accounts associated with the employee "Medical Benefit Plan" (MESSA Package 1-**5**) or (Ancillary plans).

("Non-Medical Benefit Plan")- Ancillary Plans **calendar 2025** -Year:

For Employees who qualify to receive and elect the "Medical Benefit Plan" - (MESSA Package 1-**5**) or (Ancillary Plans):

The Board agrees to provide a (Non-Medical Benefit Plan) for Ancillary plans as negotiated and listed below, and monthly premium payments from **January 1, 2025 through December 31, 2025** as described below for twelve (12) months provided the individual is employed full-time, employees less than full time will be prorated accordingly.

(Non-Medical Benefit Plan) - (Ancillary Plan) **2025 Calendar** Year:

Dental:			
Class I:	90%	Vision:	VSP 3 Plus
Class II:	80%	Life Insurance	$10,000
Class III:	80%	AD&D Coverage	$10,000
Annual Max:	$2,000		
Class IV:	80%		
Lifetime Max:	$2,500		
Riders:	2 Cleanings		

The Board in accordance with the above paragraphs shall provide premium contribution payments as described below toward an employee "Non-Medical Benefit Plan" Ancillary Plans from **January 1, 2025 through December 31, 2025**;

Board Paid Premium Ancillary Plan ("Non-Medical Benefit Plan"):

Family Plan: 100.0% of the total costs monthly premium.

Two Person Plan: - 100.0% of the total costs monthly premium.

Single Subscriber Plan: 100.0% of the total costs monthly premium.

Ancillary Plans: For Employees who qualify for the "Medical Benefit Plan" MESSA Packages 1-5 and do not elect the "Medical Benefit Plan":

The Board agrees to provide a (Non-Medical Benefit Plan) for Ancillary plans as negotiated and listed below) and monthly premium payments from **January 1, 2025 through December 31, 2025** , as described below for twelve months provided the individual is employed full-time, employees less than full time will be prorated accordingly. For employees who work less than the applicable positions work year due to being hired after the contacted year or who resign or retire before the end of the contract year or whose census category changes during the contract year will receive prorated Board premium payments accordingly.

(Non-Medical Benefit Plan) – Ancillary plans **Calendar**Year **2025**:

Dental:	
Class I:	90%
Class II:	80%
Class III:	80%
Annual Max:	$2,000
Class IV:	80%
Lifetime Max:	$2,500
Riders:	2 Cleanings
Vision:	VSP 3 Plus
Life Insurance:	$10,000
AD&D Coverage:	$10,000

Board Paid Premiums for Ancillary plans (Non-Medical Benefit Plan):

Family Plan: 100 .0% of the total monthly premium.

Two Person Plan: - 100 .0% of the total monthly premium.

Single Subscriber Plan: 100 .0% of the total monthly premium.

The following paragraphs pertain to the (Non-Medical Benefit Plan) – Ancillary plans:

Any portion of the actual applicable plans contract year's annual premium cost not covered by the Board paid (Non-Medical Benefit Plan) – Ancillary plans monthly premiums; shall be paid by the employee via payroll deduction.

Employees must authorize the District the right to deduct the employee's portion of the applicable plans premium contribution via payroll deduction as a condition to be eligible for the (Non-Medical Benefit Plan) - (Ancillary plans):

The employee paid applicable plan premium payments made via payroll deduction to cover the employee contribution shall be evenly spread over the existing pay-periods the employee has selected for their salary payments.

Employees will also pay all deductibles, co-pays, payments into health savings accounts and flexible spending accounts associated with the employee (Non-Medical Benefit Plan) - (Ancillary Plans).

B. Employees not electing MESSA Packages 1-5 may apply up to the amount of the negotiated contract year hard cap District's single subscriber premium contribution toward the purchase of MESSA fixed and/or variable option programs, and/or the MEA Financial Services insurance, annuities and/or other programs. Any amounts exceeding the District's single subscriber premium contribution rate shall be payroll deducted. An open enrollment period shall be provided whenever premium subsidy amounts change for the groups. These option programs are subject to the rules and regulations of the provider (MESSA, MEAFS). Any employee electing UPAPA packages health care protection as provided above, may participate in the Cafeteria Section 125 Plan upon written application, and apply the District's single subscriber premium contribution rate of said health care insurance toward the purchase of plan options. By the employee's choice, the District will provide payment, in full, on the first pay period of January or bi-weekly amounts.

C. In the event that any employee, absent because of illness or injury, has exhausted sick leave accrual, the above mentioned fringe benefit shall continue throughout the balance of the contract year as defined in Section D, **or until the end of FMLA leave as required by law.**

D. The Board shall make payment of insurance premiums for each employee to assure insurance coverage for the full twelve month period commencing July1, and ending June 30, for all employees who complete their contractual obligation. If any employee terminates his/her employment for reasons other than illness prior to June, his subsidy shall terminate on the first of the month following. In instances where cost of coverage exceeds amount of subsidy, the School Board shall make provision for the excess to be payroll deductible.

E. Premiums for coverage indicated in this Article (15), will be paid, as set forth by this Article. E. The Board shall provide a Verity Insurance Program payroll deduction for each staff member upon receipt of a written authorization and shall forward the deducted premiums directly to Verity.

F. Employees hired, on a part-time basis, shall have a benefits package on a pro-rated basis.

G. In the event the State of Michigan institutes initiatives which would save the District money on benefits, before the termination of this agreement, both parties agree to re-open negotiations concerning benefits.

In "Medical Benefit **Calendar** Year **2026**", the Board agrees to the same mutually agreed to "Medical Benefits Plans" as were listed for the "Medical Benefit **Calendar** Year **2025**".

The Board will fund the "Medical Benefit **Calendar** Year **2026**", in accordance with regulations of "Public Act 152" of 2011 as amended, Section-3, and at the "Medical Benefit Plans"- "Annual Cost Limitations set for Calendar Year **2026**".

In "Non-Medical Benefit **Calendar** Year **2026**", the Board agrees to the same mutually agreed to "Non-Medical Benefits Plans" as were listed for the "Non-Medical Benefit **Calendar** -Year **2025**".

The Board will fund the "Non-Medical Benefit **Calendar** Year **2026**", of at 100% of the Monthly Premium.

Note: All "**Calendar** Year **2026**" will be changed to **Calendar Year 2027** in the Agreement for the third contract year of the Agreement.

In "Medical Benefit **Calendar** Year **2027**", the Board agrees to the same mutually agreed to "Medical Benefits Plans" as were listed for the "Medical Benefit **Calendar**Year **2026**".

Also, if the "IRS" adjusts the minimum deductible levels to qualify for a tax free "Health Savings Account" for any "Tax Year" the new qualifying amounts will be corrected in the Agreement.

ARTICLE 13

PROFESSIONAL GRIEVANCE PROCEDURE

A. A grievance is a claim based upon an alleged violation, misinterpretation, or misapplication of any provision of this Agreement. The following matters shall not be the basis of any grievance filed under the procedure outlined in the Article:

1. The discharge or termination of any teacher from an extra duty position

It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and /or demotion).

B. The term "days" as used herein shall mean days in which school is in session. If a grievance is filed at or near the end of the school year, then "days" shall mean business days.

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

1. It shall be signed by the grievant or grievants

2. It shall be signed by a representative of this association

3. It shall be specific

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

5. It shall contain the date of the alleged violation

6. It shall specify the relief requested

D. The fees and expenses of the arbitrator shall be shared equally by the parties.

E. 1. The time limits provided in this article shall be strictly observed, but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year, and strict adherence to the time limits may result in hardship of any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

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

Level One

In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her superintendent/principal either personally or accompanied by his/her Association representative. The grievance must be filed within fifteen (15) days of the discovery of the violation, misinterpretation, or misapplication. (It is understood by the parties that the discovery shall be limited to the school year.)

Level Two

If, as a result of the informal discussion with the superintendent/principal, a grievance still exists, the teacher may invoke the formal grievance procedure through the Association. A copy of the grievance shall be delivered to the superintendent/principal. Within seven (7) days of receipt of the grievance, the superintendent/principal or his/her designee shall meet with the Association in an effort to resolve the grievance. The superintendent/principal shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting, and shall furnish a copy thereof to the Association.

Level Three

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) days of such meeting, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or within two (2) weeks, whichever shall be later, shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.

Level Four

If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted for arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator within five (5) days from the notification date that arbitration will be pursued, an arbitrator shall be selected by the American Arbitration Association in accord with its rules, which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground, or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

ARTICLE 14

SENIORITY

A. Seniority shall be defined as the length of continuous service accumulated in the bargaining unit in the Stanton Township Schools from the teacher's most recent date of hire. The teacher's most recent date of hire shall be the date of the most recent Board meeting at which the teacher's employment was approved as recorded in the official minutes of the Board of Education. All periods when the teacher is on any unpaid leave of absence of one (1) full semester or more, or on layoff, shall be excluded from accumulated service, but shall not constitute a break in continuous service.

B. Seniority shall be calculated on a prorate basis. Years of service being based on the ratio of employment in the school district to a full-time position. For example, an employee serving the year from September through June, but only scheduled for sixty percent (60%) of a position, will be credited with six-tenths (.6) year of seniority for such service.

C. Teachers who have accrued seniority within the bargaining unit, and continue to work for the school district, but in a non-bargaining unit position, will have their bargaining unit seniority frozen at the time they leave the bargaining unit position. They may resume accumulation of seniority when they return to the bargaining unit.

D. In the event of a tie in accumulated seniority, teachers shall be ranked on the seniority list in order of the highest four-digit number, determined by the last four digits of the teachers' respective social security numbers.

E. Seniority shall be lost by a teacher upon his/her resignation, abandonment, and/or discharge from employment with the school district.

F. The school district will prepare a seniority list by October 15 each year. Within thirty (30) calendar days of posting the seniority list, any teacher (or the Association) believing the list to be inaccurate, shall file a written, signed objection with the Administration. Representatives of the Administration and the Association will meet with the objecting teacher in an attempt to resolve the matter. If the matter is not resolved, and the teacher (or Association) desire to appeal the matter, a written grievance must be submitted to the "superintendent step" of the grievance procedure within ten (10) calendar days following the filing of the written objection. If no written objections have been made within such period, or if a written objection has been made, upon final resolution of the validity of such objection, the school district may conclusively rely upon the accuracy of such list for all purposes of the Agreement, and for purposes of future revisions of such list.

ARTICLE 15

SEVERANCE PAY

A teacher who severs or terminates their relationship with the School District in good standing, shall be paid the following sum in termination or severance pay.

15 consecutive years	$ 7,000
20 consecutive years	$10,000
25 consecutive years	$15,000
After 25 consecutive years	+$1,000 per year

A teacher with 15 consecutive part-time years of teaching, or a combination of 15 consecutive part-time and full-time years, who severs or terminates their employment relationship with the school district in good standing, shall be paid a pro-rated sum in termination or severance pay. The pro-ration will be calculated by adding each of the 15 or more years of service, divided by the total years of consecutive service, and multiplying by $7,000.00, ie; a teacher works 15 part-time years, the pro-ration is:

.5 x 14 + .1 = 7.1 years
7.1 ÷ 15 = .473 average years
.473 X $7,000.00 = $3311.00

No teacher shall be granted both severance and an early retirement upon termination or retirement.

ARTICLE 16

PROFESSIONAL DEVELOPMENT

If the District/Board requests additional certification for existing teachers, then the District/Board will pay the tuition fee incurred by a teacher towards that additional certification. A bill for tuition is required as well as a passing grade before tuition will be reimbursed.

ARTICLE 17

MENTOR TEACHERS

For the duration of this contract, mentors will be selected from within the bargaining unit on a voluntary basis. There will be no compensation for the assignment. Should the workload of such assignment expand, the Board and the Union will meet to address the issue.

ARTICLE 18

STUDENT DISCIPLINE AND TEACHER PROTECTION

A. The Board of Education recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom, on school property and during school sponsored events. The Association pledges the support of all teachers in enforcing the published rules and regulations of the school district as they apply to students.

B. A teacher may exclude a pupil from class 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 teacher will furnish the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident in writing.

C. Suspensions of students from school may be imposed by a principal or his/her designated representative or by a teacher as provided by law. School authorities will endeavor to achieve correction of student misbehavior through counseling and interviews with the child and his parents when warranted.

D. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault. Provided the teacher is not in violation of any published Board policy or administrative regulations, the Board of Education and their designated representatives will render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

E. If any teacher is complained against or sued as a result of any action taken by the teacher while in pursuit of his/her employment, the Board will provide legal counsel and render all necessary assistance to the teacher in his/her defense, provided the teacher has not violated any published Board Policy or any published administrative regulations.

F. Time lost by a teacher in connection with any incident mentioned in the Article shall not be charged against the teacher, provided the time lost is not due to the misconduct or negligence of the teacher.

G. **The employer shall reimburse any bargaining unit employee for damages to or destruction or loss of the bargaining unit employees clothing and/or personal items, provided such damage, destruction, or loss occurred on school premises or while on a school-sponsored activity and was not occasioned by the negligence of the bargaining unit employee.**

ARTICLE 19

Teacher Evaluation

A. The performance evaluation system for the Stanton Township Schools shall include a rigorous, transparent, and fair performance evaluation system that includes:

1. specific performance goals identified in collaboration with the teacher and administration to improve their effectiveness in the upcoming school year.
2. an evaluation of the teacher's job performance with timely and constructive feedback.
3. clear approaches to measuring student growth with relevant data on student growth.
4. multiple rating categories that take into account student growth and assessment data or student learning objective metrics that have been negotiated with the Association.
5. the use of student growth and assessment data or student learning objective metrics as 20% of the year-end evaluation determination.
   a. The student growth and assessment data or student learning objectives shall consist of measurable, long-term academic goals set for all students that utilize available data as determined annually by the grade-level/department level teachers and approval by the administration.
   b. The teacher, with written consent of the administration, shall be allowed to eliminate data attributable to students who have excessive absences, are partial year transfers into/out of the teacher's classroom, or who have other anomalous circumstances that warrant eliminating that data
   c. That data used in this section must be attributable to the actual teaching responsibilities of the individual teacher.

6. Year-end evaluation forms that utilize other objective criteria for 80% of the year-end evaluation determination.

B. Evaluation Process

1. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:
   a. The teacher shall be notified no later than September 30 of each year who the administrator will be that conducts their year-end evaluation
   ~~b.~~ The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson
   c. The observation must include a review of pupil engagement in the lesson that is observed.
   d. Observation shall be no less than thirty (30) minutes.

e. There shall be notice of each planned observation date given to the teacher at least two (2) school days prior to the observation. Upon such notice, the teacher will provide information relative to 1.b and 1.c before the classroom observation occurs.
f. Feedback on both 1.b and 1.c will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than ten (10) calendar days after the observation occurred. At the post-observation meeting, the teacher will be provided written feedback on that observation on the "Post- observation" feedback form contained in Appendix C.
g. There shall be at least 2 classroom observations of a teacher in each school year the teacher is evaluated that are conducted at least 60 days apart. The first observation shall occur no later than December 15 of each school year.

2. The annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support".
   a. The year-end evaluation determination and form shall be delivered at a meeting with the observing administrator and the teacher no later than May 31, of each year. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" per the year-end evaluation determination.

3. Teachers who work less than 60 days in any school year, or who have an accumulated leave of absence from work during the school year amounting to a total of forty-five (45) days or more, or who have their evaluation results vacated through the grievance procedure, or are otherwise not evaluated due to extenuating circumstances the district deems applicable for exempting a teacher from the annual evaluation process as agreed upon by the Association, shall not be provided an evaluation for that year. Said teachers shall receive the same rating they received in the prior year for the current year if it was conducted by the district.

4. If a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter. If the subsequent year-end rating is not "effective" on an evaluation following the third year, if the teacher is placed on an IDP, or moves to a new assignment, the teacher shall be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years.

5. In addition to the above procedures (Sections B. 1-4), teachers who are evaluated with an IDP (received a "minimally effective", "ineffective" prior to July 1, 2024, or "needing support", or "developing" rating thereafter, and/or 1st year teachers) shall be provided the following:
   a. specific performance goals that will be used to assist in improving effectiveness for the next school year developed with consultation by the teacher.
   b. training to be provided by the district to assist the teacher in meeting the goals of the IDP.
   c. a mid-year progress report, supported with at least two (2) classroom observations conducted consistent with Section B.1 above and completed no later than February 1, that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any needed additional improvement that is aligned with the existing IDP.
   d. A Mentor teacher that is informed of the conditions and requirements of the IDP in order to assist the mentee in the described performance goals of the IDP.

6. With the exception of probationary teachers who may not grieve any aspect of evaluation results, any non-compliance with the evaluation process as described above shall be subject to the grievance process up to but not including arbitration. However, an arbitrator has jurisdiction to consider a grievance filed under the grievance procedure by a tenured teacher of record who receives two (2) consecutive ratings of "needing support."

7. All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.

C. Rights of Tenured Teachers:

1. A tenured teacher who is rated as "needing support" shall have the following due process rights to
challenge said rating:
   a. The teacher may request a review meeting of the evaluation and the rating to the district's
   superintendent. Such request must be made in writing within 30 calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.

   b. If the written response does not resolve the matter, the teacher or the Association may request mediation though the Michigan Employment Relations Commission and provide a copy of that request to the administration.
   i. The request must be submitted in writing within thirty (30) calendar days after the teacher
   receives the written response from the superintendent.
   ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.

D. Training on evaluation system, tools, and reporting forms
:

1. Within the first two (2) weeks of each school year, the district shall provide, during contractually scheduled Professional Development time, information to all teachers on the evaluation system, reporting forms and other important components of the year-end evaluation process and how each reporting form is used during the process. New teachers to the district will receive training to use the evaluation system within the first year.

2. Each administrator who is assigned to evaluate teachers shall have demonstrated expertise in the systems and tools used by the district.

ARTICLE 20

Teacher Vacancies, Postings, and Transfers

A. Definition of "Vacancy":

A vacancy shall be defined for purposes of this Agreement as a position within the bargaining unit presently unfilled, newly created positions, or positions that are known to become unfilled in the future.

B. Notification (Posting) of Vacancies and Application:

Vacancies occurring within the bargaining unit, including newly created positions, shall be provided via District e-mail to each bargaining unit employee with a copy of such posting to the Association. Positions as described above shall be posted at least seven (7) calendar days prior to being filled. Bargaining unit employees may apply for such positions by submitting an e-mail of interest to the Superintendent's Office. Said positions shall be filled in accordance with the procedure outlined in Section C below. The seven (7) calendar days can be waived if all qualified teachers have declined the vacancy.

Summer Months:

During the summer months when regular school is not in session, the Employer will send notice of vacancies via District email. Positions so posted shall remain posted at least seven (7) calendar days prior to being filled. Application may be made in the same manner as described above. Likewise, these positions shall be filled on the same basis. The seven (7) calendar days can be waived if all qualified teachers have declined the vacancy.

C. Filling of Vacancies:

The Superintendent or designee decides placement decisions, when a vacancy exists, and when a posting is made. Consistent with Revised School Code Section 1248, teacher of record placement decisions will be made by the Superintendent or designee in their discretion based on the following factors:

1. Staffing the curriculum with the most effective and qualified Teachers to instruct the applicable courses and grade levels.

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

3. Teacher of record placement decisions must be made based on effectiveness criteria established by Revised School Code Section 1249.

4. Teachers of record must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including but not limited to:

a. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of

foundation, grant, or categorical funding;
b. Credentials needed for District, school, or program accreditation;
c. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
d. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
e. Disciplinary record, if any;
f. Length of service in grade level(s) or subject area(s);
g. Recency of relevant and comparable teaching assignments;
h. Previous effectiveness ratings;
i. Punctuality and habitual use of unpaid days not protected by FMLA, ADA or other state or federal law;
j. Positive or negative rapport with colleagues, parents, and students;
k. Ability to withstand the strain of teaching standard as defined by law;
l. Compliance with state and federal law; or
m. Any other reason that is not arbitrary or capricious.

5. Length of service may be considered as a tiebreaker if a teacher of record placement decision involves 2 or more teachers and all other distinguishing factors are equal.
6. If a teacher of record petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

D. Definition of "Transfer":

A "transfer" shall be defined as either a voluntary or involuntary change in (1) a bargaining unit employee's position or assignment to another position or assignment within the bargaining unit, (2) grade level(s), (3) subject area(s) included in an assignment, (4) a non-classroom assignment such as librarian, guidance counselor, itinerant personnel, etc., or (5) Special Education assignment such as learning disability, emotionally impaired, etc. Transfer awarding of vacancies shall be first governed by the language in the Article pertaining to vacancies. Other transfers will be governed by this Section.

E. Voluntary Transfers:

A request for a transfer may be made at any time in writing to the Superintendent's Office with a copy to the Association President. The request shall specify the-, grade, and subject/position sought.

F. Involuntary Transfers:

Involuntary transfers may occur only for reasons that are not arbitrary or capricious. Thirty (30) days' notice of the intention to transfer specifying the reasons for the transfer and the specific position to be transferred to shall be provided to the affected bargaining unit employee and the Association

ARTICLE 21

Teacher Discipline

A. Disciplinary Standard

No bargaining unit employee shall be disciplined for reasons that are arbitrary or capricious. The term "discipline" as used in this Agreement includes warnings; reprimands; suspensions with or without pay, discharges; cfor other actions of disciplinary nature. Any such discipline shall be subject to the grievance procedure, hereinafter set forth, including arbitration. The specific grounds for disciplinary action will be presented in writing to the bargaining unit employee and the Association no later than the time discipline is imposed.

For discipline that involves the discharge of a tenured teacher or the non-renewal of a probationary teacher, the mandates, standards, and procedures of the Michigan Teachers' Tenure Act, MCL 38.71, et seq., shall apply

B. Progressive Discipline:

A program of progressive discipline shall be followed. The following progression of discipline for each unrelated incident shall be followed prior to the imposition of any other economic discipline on any employee of the bargaining unit:

1. Oral warning, then
2. Written warning, then
3. Written reprimand with an Individual Development Plan, then
4. One-day suspension without pay, then
5. Further suspensions without pay, then
6. Discharge.

No suspension shall adversely affect any other rights or benefits under this Agreement. The parties recognize that the severity of an offense may provide just cause for the acceleration of the above progression of discipline. Probationary teachers cannot grieve disciplinary actions. Discipline beginning with step 2 will be in writing and placed in personnel files.

C. Association Representation:

The bargaining unit employee may request association representation in any case where an allegation has been made against the employee by a parent, student, or colleague that is the subject of the meeting or if the administration suspects the employee may have committed some offense. The association bargaining unit employee shall be informed of the subject matter of any meeting a bargaining unit employee is required to attend in advance of the meeting and shall be permitted to meet privately with the association representative in advance of such a required meeting. The employee shall be entitled to request a specific representative of their choice, but if that person is not immediately available, the meeting will not be unreasonably delayed more than 24 to 36 hours. If an employee is offered representation and declines, they must sign a waiver of that right and may revoke that waiver and insist on representation at any time.

D. Personnel File:

A bargaining unit employee will have the right to review the contents of all records of the Employer pertaining to said bargaining unit employee originating after initial employment and to have a representative of the Association accompany them in such review. No "verbal warnings" shall be contained in the Personnel File. Any such warning deemed a "verbal warning" shall be communicated to the individual, and there shall be no written record of such in the employee's Personnel File. An employee may request that any discipline or complaints, as defined in Section H, be expunged from the personnel file except as limited by any existing laws.

E. Complaints:

No material, including but not limited to student, parental, or school personnel complaints originating after initial employment, will be placed in a bargaining unit employees personnel file unless the bargaining unit employee has had an opportunity to review the material. Complaints against the bargaining unit employee shall be put in writing with names of the complainants, administrative action taken, and remedy clearly stated. The bargaining unit employee may submit a written notation or reply regarding any material, including complaints, and the same shall be attached to the file copy of the material in question. When material is to be placed in a bargaining unit employees file, the affected employee shall review, and sign said material. Such signature shall be understood to indicate awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material

ARTICLE 22

Reduction in Personnel

To promote an orderly reduction in personnel when the educational program, curriculum, and staff are curtailed, the following procedures will be used:

1. Non-certified, then probationary certified teachers will be laid off first, provided there are adequately certified and qualified teachers to replace them as allowed by law.

2. If reduction is still necessary, then tenured teachers will be laid off in inverse order of qualification, providing that such teachers who are retained are adequately certified for the positions they are to fill. If more qualified teacher(s) are not available to staff programs to be continued, then the teacher(s) with the next highest qualification may be retained to fill those positions

3. If teachers are equivalently qualified then the most effective teacher will be retained.

4. If teachers are equivalently qualified and effective then the teacher with the longest years of service will be retained.

A. After a reduction of teachers as outlined above, if there are teaching positions that are created and/or vacant, laid-off teachers who are adequately certified and qualified for the position(s) will be given the first opportunity to fill such positions. The notification shall be given to all laid-off teachers, and the vacancy or vacancies shall be filled according to the same sequence of steps above.

B. The Association will be notified of the contemplated reduction in personnel at least ten (10) days before the layoff notices are distributed to the teachers. Teachers being laid off shall receive a 30 calendar day notice in writing before the effective date of layoff for layoffs during the summer months and no less than 90 for layoffs during the school year.

C. The Board shall give written notice of layoff or recall from layoff by sending a registered letter or certified letter to the teacher at their last known address. It shall be the responsibility of the teacher to notify the Board of any change in address. The recalled teacher has 10 days to respond to refill the vacancy. If they have not responded the Board has the right to proceed with hiring other candidates.

D. The certification and qualifications of an employee to be laid off shall be the certification and accumulated qualification on file with the Board at the time the layoff occurs. During layoff, it is the employee's responsibility to notify the Board, in writing, of any inaccuracies in Board records and/or any changes in qualifications as they occur.

TEACHER SALARY SCHEDULE

2024-2025 Contract Year

Step	BA/BS	BA/BS+18	MA/MS	MA/MS+18	MA/MS+30/PHD
1	41,000	42,700	44,400	46,000	46,600
2	42,700	44,400	46,000	47,300	47,700
3	44,700	46,400	48,100	50,100	50,500
4	46,700	48,400	50,100	51,200	51,600
5	48,700	50,400	52,100	53,800	54,200
6	50,700	52,400	54,100	55,800	56,300
7	53,100	54,800	56,400	58,100	58,600
8	55,400	57,100	58,800	60,500	61,000
9	57,800	59,500	61,000	62,800	63,400
10	60,500	61,000	63,800	65,500	66,100
11	61,600	62,100	64,900	66,600	67,200
12-15	62,700	63,200	66,000	67,700	68,300
16-20	63,800	64,300	67,100	68,800	69,400
21-24	64,900	65,400	68,200	69,900	70,500
25-30	66,000	66,500	69,300	71,000	71,600
30+	67,100	67,600	70,400	72,100	72,700

Advancement of one-step for qualified employees in the 2024-2025 contract year.

In order for a teacher to qualify for advancement on the Salary Schedule beyond the B.A. or M.A. degrees, credits must meet the following criteria:

1. They must be graduate Credits or;
2. Credits germane to a teacher's assignment and/or certification, or;
3. Credits in an approved program, or;
4. Credits approved by the Administration.
5. It is understood that undergraduate credits taken for the purpose of recertification shall not apply unless they are approved by the Administration.

TEACHER SALARY SCHEDULE

2025-2026 Contract Year

Step	BA/BS	BA/BS+18	MA/MS	MA/MS+18	MA/MS+30/PHD
1	42,400	44,100	45,800	47,400	48,000
2	44,100	45,800	47,400	48,700	49,100
3	46,100	47,800	49,500	51,500	51,900
4	48,100	49,800	51,500	52,600	53,000
5	50,100	51,800	53,500	55,200	55,600
6	52,100	53,800	55,500	57,200	57,700
7	54,500	56,200	57,800	59,500	60,000
8	56,800	58,500	60,200	61,900	62,400
9	59,200	60,900	62,400	64,200	64,800
10	61,900	62,400	65,200	66,900	67,500
11	63,000	63,500	66,300	68,000	68,600
12-15	64,100	64,600	67,400	69,100	69,700
16-20	65,200	65,700	68,500	70,200	70,800
21-24	66,300	66,800	69,600	71,300	71,900
25-30	67,400	67,900	70,700	72,400	73,000
30+	68,500	69,000	71,800	73,500	74,100

Advancement of one-step for qualified employees in the 2025-2026 contract year.

In order for a teacher to qualify for advancement on the Salary Schedule beyond the B.A. or M.A. degrees, credits must meet the following criteria:

1. They must be graduate Credits or;
2. Credits germane to a teacher's assignment and/or certification, or;
3. Credits in an approved program, or;
4. Credits approved by the Administration.
5. It is understood that undergraduate credits taken for the purpose of recertification shall not apply unless they are approved by the Administration.

TEACHER SALARY SCHEDULE

2026-2027 Contract Year

Step	BA/BS	BA/BS+18	MA/MS	MA/MS+18	MA/MS+30/PHD
1	43,800	45,500	47,200	48,800	49,400
2	45,500	47,200	48,800	50,100	50,500
3	47,500	49,200	50,900	52,900	53,300
4	49,500	51,200	52,900	54,000	54,400
5	51,500	53,200	54,900	56,600	57,000
6	53,500	55,200	56,900	58,600	59,100
7	55,900	57,600	59,200	60,900	61,400
8	58,200	59,900	61,600	63,300	63,800
9	60,600	62,300	63,800	65,600	66,200
10	63,300	63,800	66,600	68,300	68,900
11	64,400	64,900	67,700	69,400	70,000
12-15	65,500	66,000	68,800	70,500	71,100
16-20	66,600	67,100	69,900	71,600	72,200
21-24	67,700	68,200	71,000	72,700	73,300
25-30	68,800	69,300	72,100	73,800	74,400
30+	69,900	70,400	73,200	74,900	75,500

Advancement of one-step for qualified employees in the 2026-2027 contract year.

In order for a teacher to qualify for advancement on the Salary Schedule beyond the B.A. or M.A. degrees, credits must meet the following criteria:

1. They must be graduate Credits or;
2. Credits germane to a teacher's assignment and/or certification, or;
3. Credits in an approved program, or;
4. Credits approved by the Administration.
5. It is understood that undergraduate credits taken for the purpose of recertification shall not apply unless they are approved by the Administration.

TRAVEL PAY - IRS rate

MULTI GRADE COMPENSATION

Multi grade teachers shall receive an annual stipend of $750.00. Half shall be paid in December and the other half shall be paid at the end of the school year.

Definition: A multi grade assignment shall be two or more grade assignments in the same classroom for a full day, at the same time, for regularly scheduled instructional purposes. Teachers with partial day multi-grade assignments shall receive a pro-rated stipend proportional to the applicable fraction of the school day.

EXTRA-CURRICULAR ACTIVITIES

7th and 8th grade junior high boys and girls basketball	3.0% BA/BS Base
5th and 6th grade boys and girls basketball	2.5% BA/BS Base
7th and 8th grade volleyball	3.0% BA/BS Base
Track	2.5% BA/BS Base
Camp Nesbit	1.5% BA/BS Base
Band Director	1.5% BA/BS Base
7th & 8th grade advisors	1.5% BA/BS Base
At Risk/Title I Director	$2,500.00
School Store (up to two (2) teachers)	$300.00
School Newsletter	$300.00
Literacy Leader	3.0% of BA/BS Base

SCHOOL IMPROVEMENT COMMITTEE CHAIRPERSON

The School Improvement Committee Chairperson shall receive $400.00 each semester payable at the last period of the semester. Total compensation is $800.00 annually, provided four meetings are convened per fiscal year.

LEAD TEACHER

A teacher will receive a stipend of 6.0% BA/BS per School Year when called upon to act as the District's administrative office. If more than one teacher is used in the Lead Teacher position, the 6.0% BA/BS per school year will be divided among the number of Lead Teachers used during the School Year. In the event of an extended leave by the administrator defined as four consecutive weeks or more, an additional stipend of $50.00 per day will be divided between the lead teachers.

SCHOOL CALENDAR

To be prepared by Administration.

DURATION OF AGREEMENT

This Agreement shall be in effect from July 1st, 2024 and shall continue in effect until the 30th day of June 2027. Negotiations between the parties shall begin at least sixty (60) days prior to the contract expiration date.

This Agreement is the result of extensive negotiations in which both parties had the right and opportunity to submit proposals and to negotiate their proposals with the other party. This Agreement sets for the parties' full and entire understanding as to the matters expressed herein. This Agreement may be modified, but only in writing, upon mutual consent of the parties. All past practices and understandings between the parties not memorialized and incorporated in this Agreement are not enforceable.

The terms of such collective bargaining agreement between the parties are incorporated herein and by accepting and signing this "Master Agreement Signature Execution Clause" in this contract below, the parties agree to be bound by all such terms for the duration of this Agreement.

This Master Agreement will become enacted and implemented in full effect on the first date after the expiration date of the former Agreement by the last signature as dated of either of the parties' officials listed below, who are empowered to enter into this contract, is entered on the "Master Agreement-Execution of Instrument- Signature Enactment Clause" below.

The date of the last party below to sign the "Master Agreement-Execution of Instrument-Signature Enactment Clause" below will be entered in the first blank above in this "Duration of Agreement" provision of this Master Agreement as the "This Agreement shall be in effective from" date.

Master Agreement-Execution of Instrument- Signature Enactment Clause

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their signatures on the day and year below written.

FOR THE BOARD

DATE 12-16-24

FOR THE ASSOCIATION

Christopher J. Tulgan

DATE 12-16-24

Grievance Report Form

Grievance: _____

School District Distribution of Forms
1. Superintendent
2. Association
3. Teacher

Building:	Assignment:	Name of Grievant:	Date Filed:

Step 1

A. Date Cause of Grievance Occurred _____

B. 1. Article and paragraph of contract alleged to have been violated:

Article	Paragraph

2. Statement of Grievance:

_____

_____

_____

_____

_____

_____

_____

(If additional space is needed in reporting Section B 1 and 2 of Step 1, attach an additional sheet.)

3. Relief Sought

_____

_____

_____

_____
Signature of Grievant Date

_____
Signature of Association Member Date

C. Disposition by Superintendent: _____

_____

Signature of Superintendent Date

Grievance Report Form (cont.)

D. Position of Grievant and/or Association: _____

_____

_____

Signature Date

Step 2

A. Date received by Board of Education or Designee: _____

B. Disposition by Board

_____

_____

_____

_____

Signature Date

C. Position of Grievant and/or Association: _____

_____

_____

_____

Signature Date

Step 3

A. Date submitted to arbitration: _____

B. Disposition and award of arbitrator:

_____

_____

_____

_____

Signature Date