MASTER AGREEMENT

Between the

Harbor Beach Community School District
(HBCS)
and the
Harbor Beach Educational Association
(HBEA)
And the
Tri-County Bargaining Association
(MEA/NEA)

July 1, 2026 – June 30, 2029

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AGREEMENT

This Agreement entered into this July 1, 2026 by and between the Board of Education of Harbor Beach Community School District, Harbor Beach, Michigan, hereinafter called the "Board" and the Harbor Beach Education Association as represented by the Tri-County Bargaining Association, MEA/NEA, hereinafter called the "Association". This Agreement sets forth the hours, wages, and conditions of employment to be observed between the parties of the Harbor Beach Community School District.

ARTICLE I : RECOGNITION

A. The Board hereby recognizes the Association as the exclusive bargaining representative, for the purpose of collective bargaining with respect to wages, hours and conditions of employment, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel employed by the Harbor Beach Community School District including classroom teachers, long term substitute teachers, guidance counselors, and school librarians, but excluding all supervisory and executive personnel (as defined by PERA), and all non-certified personnel.

B. 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.

C. There shall be no discrimination, intimidation, interference, restraint, coercion by or on behalf of the Board or by or on behalf of the Association regarding any teacher. The provisions of this Agreement shall be applied to all employees covered by this Agreement without discrimination as to race, color, religion, sex, age, marital status, disability or national origin. Reference to gender in this Agreement shall mean male or female. The Board and the Association will jointly comply with applicable statutes regarding non-discrimination in employment matters.

ARTICLE II : BOARD RIGHTS

A. The Board on its own behalf and on the 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 laws and Constitution of the State of Michigan, and of the United States, including but without limiting, the generality of the foregoing, including the right to discipline or discharge for just and reasonable cause:

1. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees specifically related to the job.

2. To hire all employees and, subject to the provisions of law, determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion; 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 decide the course of study and the selection of textbooks. The Board welcomes input from professional educators relative to curriculum and textbook selection. All textbooks receiving final Board approval will be evaluated by appropriate professional staff. The staff will make a recommendation following a review process to the Superintendent.

5. To determine class schedules, and the duties, responsibilities, and assignments of teachers with respect thereto.

B. The exercise of the foregoing powers, right, 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 laws of the State of Michigan and the Constitution and laws of the United States.

C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

D. The Board wishes to work with its professional staff in a spirit of cooperation for the benefit of student achievement and will consult with said staff on matters relative to curriculum, schedules and teaching assignments.

ARTICLE III: TEACHER RIGHTS

A. The Board agrees to make available in response to written requests information concerning the financial resources of the district. The Board shall have no responsibility to research or compile any information not on a currently maintained form for the Association. Pertinent available information which may be necessary for the Association to process specific grievances or complaints will be provided upon written request. Agendas, including minutes of Board meetings will be delivered to the President of the Association at the same time they are delivered to members of the Board. A mutually agreeable process for delivery of the minutes to the President of the Association will be worked out with the Superintendent.

B. Nothing contained herein shall be construed to deny or restrict to any teacher rights he/she may have under the Michigan General School Laws.

C. No teacher shall be disciplined (including warnings, reprimands, suspensions, reductions in rank, discharges, or other actions of a disciplinary nature) in a manner that is without just cause.

D. No material will be placed in his/her personnel file unless the teacher has had an opportunity to review and sign 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 employee's file, the affected employee shall review, and sign said material. Such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

E. Duly authorized representatives of the Association shall be permitted to transact official Association business on school property, provided such representatives who are not employees of the Harbor Beach Schools shall comply with building access procedures established for the public. The transaction of such business by Association representatives, whether employees of the district or not, shall not interrupt or interfere with normal school operations.

F. Any case of assault upon a bargaining unit employee shall be promptly reported to the Employer. The Employer shall promptly render all reasonable assistance to the bargaining unit employee, when possible, to prevent injury.

G. In the event of any action against the Board brought in a court or administrative agency because of its compliance with this Article, the

Association agrees to defend such action, at its own expense and through its own counsel, provided:

The Board gives notice of such action to the Association;
The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available to both trial and appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Board and its agents from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article but does not include any liability for unemployment compensation.

H. The district shall provide the Association employees' employment and contact information within thirty days of hiring an employee and every 90 days thereafter according to the law.

ARTICLE IV: TEACHERS EMPLOYMENT AND DUTIES

A. Each teacher agrees to perform the duties assigned to the teacher by law and to carry out the educational program and policies of the Board. The teacher is subject to assignment and transfer at the discretion of the Superintendent of Schools. Temporary assignments of teachers may be made by the building principal in cases of unforeseen emergencies provided that such assignments are necessary.

B. To assure the best educational outcome for students, teachers shall be notified, as soon as possible, of any changes in teaching assignments.

C. Bargaining unit members will not be assigned a student teacher without their approval.

D. Written notices of all vacancies in the bargaining unit will be posted in the office of the Superintendent, and School offices, and a copy forwarded to the Association president. A teacher may apply for any vacancy in the bargaining unit at any time. The application must be in writing, addressed to the Superintendent of Schools. Applications may be considered should such a vacancy occur, either during the school year or during the summer. The vacancy shall be filled by a highly qualified applicant in accordance with the provisions of No Child Left Behind with the greatest seniority in the bargaining unit. If there is no highly qualified applicant within the bargaining unit the Board may hire from outside the unit. Should these positions exist the following year, they will be declared vacant and posted. The Administration has right of assignment/placement, and will notify the Association President in writing of such vacancies and who is assigned/placed. The decision of the Board as to the filling of such vacancies shall be final.

E. Schedule B vacancies, which occur within 30 days of the first scheduled practice/event, may be filled without posting. Should these positions exist for the following year, they will be declared vacant and posted. The Administration will notify the Association President in writing within 5 business days of the occurrence of such vacancies and who is assigned when the assignee has been notified.

F. Requests by a teacher for transfer to a different class, building, or position shall be made in writing one copy of which shall be filed with the superintendent and one copy with the Association. The Application shall set forth the reasons for transfer, the school, grade, or position sought and the applicant's academic qualifications.

ARTICLE V: TEACHING HOURS

A. The yearly instructional hours shall be in compliance with the most recent State of Michigan hourly instructional requirement. If the hourly requirement is achievable in fewer than 180 days and in compliance with the state of Michigan requirements, there shall be no restoration of the number of days to equal 180. The teacher's normal teaching hours in the elementary and secondary schools shall be as follows:

1. Instructional day begins at 8:00 a.m. Students may enter the building at 7:45 a.m. Teachers will be at their assigned place of duty not later than 7:50 a.m. and in the building no later than 7:45 a.m. Teachers shall leave school no earlier than 3:10 p.m.

2. Should these hours not be consistent with the schedule of a majority of other Huron County schools, the Board shall set hours to be consistent with a majority of said districts. Teachers shall be required to be at their teaching stations ten (10) minutes prior to the start of school and shall remain at their teaching stations ten (10) minutes after the final class period of the day.

3. In the event that the State mandated hours of instruction change during the time frame of this Agreement, it is mutually understood that:

   Teachers are to be at their duty post at least ten (10) minutes prior to the start of school and at least ten (10) minutes after the completion of the student day.

   These hours are established so we can meet the requirements of the State with an instructional hours cushion built into the schedule.

4. Faculty members are required to attend regularly scheduled faculty meetings each month. These meetings may consist of two (2) meetings not to exceed 60 minutes each beyond the teacher dismissal time. At the conclusion of the 60-minute time period, staff may leave, without repercussion, disciplinary action, or penalty on their evaluations.

5. Building administrators will provide agendas for regularly scheduled staff meetings to the staff at least 24 hours prior to the meeting. (Agendas are subject to change when necessary.)

6. Teachers may have their workday adjusted by the Principal (within the limits dictated by the prescribed Student Day) upon a teacher's request for the purpose of accommodating regularly recurring activities such as college classes or community service. The total teacher workday shall be as prescribed by the limits set forth in subsections 1 and 2 above. If any

dispute as to the granting of said adjustment exists, the Superintendent shall make the final determination as to the granting of the request.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period of at least 30 minutes.

C. When classes are cancelled in an individual school, teachers may be used as substitutes, carry out observation visits or participate in in-service activities. There shall be 180 days of student instruction and 185 teacher days. Should Act of God days cause a loss of student instruction hours to a point where the hours must be made up as per the School Code, the instructional hours will be made up with the following understanding:

1. The parties agree to meet in an effort to mutually agree on when any make up days should occur. In the event they are unable to agree, the days will be added on to the end of the calendar.

2. Should a day be rescheduled and insufficient students attend to count it as a day of instruction, teachers will not be obligated to attend a subsequent rescheduling of the day without being paid at their daily rate.

3. It is understood and agreed that in the event that the rescheduling of the days at the end of the school year interferes with a teacher's scheduled return to upgrade his/her skills, the teacher may use his/her personal/sick leave or at his/her discretion apply for unpaid leave time to cover any lost time.

4. Should the provisions of the state law be rescinded, the above provisions shall be considered null and void and the provisions and practices in existence prior to this agreement shall be reinstated to the extent permitted by law.

ARTICLE VI: TEACHING LOADS AND ASSIGNMENTS

A. All teachers will be notified at the beginning of each school year as to their building level status. They will then have the rights and privileges provided in this contract for that status for that school year.

B. All teachers will be granted one (1) preparation period per day equal to the normal instructional period. (This is based on a seven-period day; ranging from 45 to 50 minutes except for Half days or PLC Fridays)

C. Preparation period time, which will be student contact free, will be honored according to a normal school day. If students are assigned to the teacher's classroom during their preparation period, the teacher who normally uses the classroom is allowed to leave the room and do their planning elsewhere. In the event of a shortened instructional day, preparation time may be eliminated for that day due to the structure of the day. Deviations of conditions in sections A, B, or C above shall be processed through the normal grievance negotiation procedure hereinafter set forth.

D. Preparation Period Responsibilities

Types of responsibilities to be addressed during Preparation Period:

- Parent Communications
- Professional Communications
- Subject Preparation
- Assessments
- Preparation of Materials

Preparation Period Schedule and Compensation

In the event a teacher instructs more than 50% of a normal workday, they will be compensated for their entire preparation period.

In the event a teacher instructs 50% or less of a normal workday, their scheduled preparation period time and compensation of said preparation period will be prorated in accordance to the number of instructional periods instructed per normal work day as established by the Master schedule.

Example with a seven (7) Instructional period day:

Teaching:

1 Class	=	1 preparation period per week
2 Classes	=	2 preparation periods per week
3 Classes	=	3 preparation periods per week
4 Classes (or >50%)	=	1 preparation period every day

This concept will be adjusted to meet any level schedule.

Regarding non-instructional days that the employee is required to attend at the request of administration, said employee will be compensated at the appropriate daily rate. It is understood that the only exception will be that all part-time instructors will attend all parent-teacher conferences without additional compensation unless excused by appropriate administrator.

E. All class activities and assemblies during the school day shall be part of the teachers' responsibility.

F. Teachers are expected to help supervise during the students' day except during duty free time which would include lunch break, recess and preparation period time.

G. It is understood and agreed that criminal background checks are required by sections 1230 and 1230A of the Revised School Code. However, such requirements are the responsibility of the school district and costs or fees that are associated with providing both the background check and fingerprints on any bargaining unit member shall be borne by the school district. The employee agrees to make him or herself available for the processing of fingerprinting or any other such responsibility that is part of complying with school law at a mutually agreed upon date and time. Any time away from school associated with complying with this provision shall not be charged against the employee's contractual leave time.

ARTICLE VII: TEACHING CONDITIONS

A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the Board agrees that it will make a reasonable effort to stay within the maximum class sizes set forth; subject to the availability of facilities and financial resources.

1. ELEMENTARY

Kindergarten, 1st grade	24 pupils
2nd 3rd 4th grade	27 pupils
*Combination / Split Classes	24 pupils
Elementary Electives/Specials	(1.5x) 36 or 40 pupils

*Pupils within combination / split classrooms must consist of consecutive grades. Teachers assigned to these classrooms will receive an additional thirty (30) minute preparation period per week.

2. SECONDARY

Core Classes	
English, Social Studies, Mathematics, Science	30 pupils
Elective Classes	
World languages, Business, Health, Computer Science and Technology	32 pupils
Vocational Agriculture	25 pupils
Yearbook, Publications, Public Relations	25 pupils
Non-Performing Art (Music Elective, Art, Art His)	32 pupils
*Performing Art and Physical Education (Drama, Band, Choir, PE)	40 pupils

*Except with permission of the teacher

Under no condition may the class size in grades k-12 exceed 35 students, except for Performing Arts and Physical Education.

Special Education class limits are determined by State Law. Any maximums that exceed the state caseload limit will be subject to Article VII.

B. When assigning special needs students (those with 504 plans) to regular classrooms, the Board will exercise special consideration and attempt, where possible, to equally distribute such students among the affected classrooms. Where special education students (those with IEP's) are mainstreamed into the regular classroom, the number of mainstreamed students shall be evenly distributed among the regular classrooms. Exceptions to this restriction may be made on an individual basis.

C. As of both Count Days fall and winter, any class size exceeding the maximums specified above shall be brought to the attention of the administration and association. At this time, the District, after consultation with the affected teacher and the Association, may implement one or a combination of the following alternatives:

1. Hiring additional teachers;
2. Creation of a combined grade classroom;
3. Additional prep blocks per week
4. Trained paraprofessional to work with students during but not limited to any instructional time where overages occur.

D. When the District exceeds maximum class sizes, the elementary teacher shall be paid according to the following: This will be based on both the fall and winter count days. BS1 divided by 3 instructional periods divided by the class maximum. Example: BS1 = $41,731 / 3 instructional periods divided by 25 pupils maximum = $556.41 per student over the pupil maximum per semester.

E. When the District exceeds maximum class sizes, the secondary teacher shall be paid according to the following: This will be based on both the fall and winter count days. BS1 divided by 7 instructional periods divided by the class maximum. Example: BS1 = $41,731 / 7 instructional periods divided by 30 pupils maximum = $198.71 per student over the pupil maximum per semester.

F. Every effort will be made to not schedule teachers at the Secondary MS/HS school level (5th-12th) to Combination classes. Combination Classes in the Secondary MS/HS School level (5th-12th) will consist of only related courses. Related courses shall be defined as those using the same lesson plan with more detailed work required of advanced students.

If the assignment of a teacher has a combination class the teacher shall be paid a stipend of $500 for the year ($250 for the semester after each count day) per combination class.

G. Every effort will be made to schedule teachers at the Secondary MS/HS school level (5th-12th) to no more than five (5) Instructional prep periods. By way of example but not limited to, Algebra 1 is a distinct, separate prep from Algebra 2; 7th grade English is a distinct, separate prep from 8th grade English.

If the assignment of a teacher has a sixth (6th) or seventh (7th) Instructional prep period, the teacher shall be paid a stipend of $1,000 for the year ($500 for the semester after each count day) per additional instructional prep period.

H. The exception to this Instructional prep period /combination class rule shall be computer science classes, physical education classes, special education classes, and vocal and instrumental music classes. These instructors will choose an early dismissal Friday in consultation with their building principal, once a month, to leave at student dismissal.

I. Teachers will not be required to handle safety patrol duty or bus duty. Duplicating of teaching materials will be encouraged to be completed by the instructor, but in emergencies the office staff will assist. Copy machines will be placed in a secured area allowing teachers to have after-hour access.

J. The Board shall provide:

1. A separate desk for each teacher and lockable storage space.
2. Suitable closet space for each teacher to store coats, overshoes and personal articles.
3. At the beginning of each school year one laboratory coat will be issued to each teacher of shop and laboratory science. These coats will be maintained by the teacher to whom they are issued and at the end of the year they are to be returned to the office of the principal.

K. Whenever, according to school programs, teachers take students off campus, the Board shall make provisions to assist teachers with enforcing school policy including the availability of cell phones.

ARTICLE VIII: PAID LEAVE

A. All full-time employees shall receive ten days (10 days will equal 70 hours) of sick leave per year. Unused days each year shall be accumulative to one hundred (100) days. In case of the return to duty of a teacher who has been absent for more than ten (10) days due to an extended illness, that teacher must present a statement from the teacher's physician if requested. When abuse of sick leave is suspected, based on reliable information, a medical statement or certification may be required of a teacher at the discretion of the Superintendent. The teacher has the right to request and receive from whom the information was obtained. Once information is verified, the teacher will be put on notice for the remainder of the school year and any further occurrences during the school year may be questioned and may result in disciplinary action.

An advanced credit of leave days shall be granted each teacher each year at the above rate. In the event a teacher leaves the school system during the school year and has used unearned advanced leave credit, a proportionate deduction, equal to the teacher's daily pay rate times the number of such days, shall be made from the teacher's final pay.

B. Leaves of absence with pay chargeable against the teacher's accumulated sick pay allowance shall be granted for the following reasons:

1. Sick leave will apply to a sickness of the individual teacher. It will also apply to the teacher's immediate family. Immediate family is defined as: fathers, mothers, husbands, wives, sisters, brothers, individual's children, and grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law and persons who stand instead of the immediate family.

2. An employee who has accumulated the maximum 100 days in their individual sick bank shall be compensated at a rate of $60.00 for any days granted in that current year, but not used. The payment for said days will be made no later than June 30 of a given year (i.e., when the employee has reached a maximum of 100 sick days there shall be no additional accumulation. Days that are unused in that year are the days that will be paid at the rate of $60.00. There shall be no carryover and all payments shall be made to the employee by June 30th of the year in which the sick days were earned and unused.)

3. Teachers giving written notice to the Superintendent by December 1 of their intention to retire or resign at the end of the current school year shall be compensated $85 each day for up to 50 unused sick days from the individual teacher's sick bank. The teacher must have at least 5 years of service with the Harbor Beach Community School District.

C. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:

1. A maximum of five bereavement days per occurrence for a death in the teacher's immediate family. Up to five additional sick days may be used (if needed) to extend the bereavement process for the immediate family member. A maximum of two (2) days per school year will be allowed to attend the funeral of a teacher's or their spouse's grandparent.

2. Absence when a teacher is called for jury service. Effective July 1, 1979, any wages less personal expenses received for jury duty will be deducted from the teacher's per diem rate.

3. Court appearance as a witness in any case connected with the teacher's employment in this school system or whenever the teacher is subpoenaed to attend any proceeding when warranted by the administration, the Board would pay the difference between the teacher's salary and the court compensation.

4. Time necessary to take the selective service physical examination upon the approval of the administration.

5. The parties agree that there may be conditions or circumstances which may require teacher absenteeism for other reasons than heretofore mentioned. Therefore, four (4) days will be allowed for the purpose of conducting business which is impossible to transact during non-teaching hours. It will not involve other business interests. Teachers desiring to use such leave shall submit their request to their building administrator through the Board designated electronic system at least two (2) working days in advance of the absence requested except in cases of emergency. In such case the teacher will submit their request through the Board designated electronic system as soon as possible. The request must be forwarded via email to the building administrator. Leave shall not be granted until a substitute is secured, for the first or last day of the school year or the first or last working days for teachers, nor on the working days preceding or following a vacation period or holiday Teachers shall not be granted prearranged personal days on any scheduled Professional Development or Parent/Teacher Conference Days. Unused business days will be added to accumulated sick leave.

D. Any teacher who is absent because of an injury or disease compensable under the Michigan Worker's Compensation Law, shall receive from the Board the difference between the allowance under the Worker's Compensation day and his regular salary for the remainder of his contract starting from the date of injury or illness with no subtraction of sick leave.

E. The Board will allow Association representatives time off during the normal school year not to exceed five (5) teacher days per year to attend Michigan and/or National Education Association workshops, conferences, conventions and other activities not covered by Article XIX, Section E. Expenses incurred by the Association representatives during the time off will not be paid by the Board. The Association further agrees to pay all substitutes for these days. The determination of the need for and the selection of substitutes required for the time off rests solely with the Administration. Such time off shall be granted upon written request at least one week prior to the actual time off and providing a qualified replacement can be obtained.

ARTICLE IX: LEAVES OF ABSENCE

A. Any teacher whose personal illness extends beyond a period compensated under Article IX shall be granted a leave of absence without pay up to one year. Upon return from leave, a teacher shall be assigned to the same position or substantially equivalent position as soon as available. The Board may require such teacher to receive approval from a physician chosen from a list of physicians designated by the Superintendent of Schools or the Board. The Board will pay the cost of physical exams which are requested by the Board prior to return to work.

B. Maternity and Child Care Leave

1. a. Maternity Leave with pay for Five (5) days shall be granted to any member of the bargaining unit who becomes pregnant. Any accumulated sick, personal or leave days will be used first before the FMLA leave is taken. The remainder of the (12) week period will be unpaid, as FMLA runs concurrently with paid leave. Seniority shall accumulate during said FMLA leave and the teacher shall be reinstated in the same or similar position upon their return to work. Such leave shall begin at such time, during the course of pregnancy, as determined by the teacher's doctor and shall continue for the duration of pregnancy and post-partum recovery at which time the teacher shall return to the teacher's duties or commence an unpaid child care leave as provided below in 2,

   b. Five (5) days paid paternity leave will be granted for any bargaining unit member.

2. Any pregnant teacher who continues to perform her duties until she becomes physically disabled by her pregnancy or child birth shall be entitled to utilize her accumulated sick leave for the period of disability caused by a pregnancy or child birth under the terms of Article IX (A). Should accumulated sick leave be exhausted prior to recovery from such disability, the teacher will be placed on unpaid "personal illness" leave as provided in Section A of this Article.

3. A child care leave without pay shall be granted to any member of the bargaining unit for up to one year. In the case of pregnant women, the child care leave shall commence at the conclusion of the maternity leave provided in #1 above or the conclusion of the period of disability should the teacher elect to utilize paid sick leave.

   a. If the birth of the child occurs before the end of the first semester, the child care leave shall be for the remainder of the school year, or

b. If the birth of the child occurs during the second semester, the child care leave shall be up to one year plus the balance of that semester.

c. Return will be made only at the beginning of a semester, unless a staff vacancy occurs earlier and she is qualified to fill that position.

d. Other circumstances which warrant earlier reemployment may occur and these will be considered as they occur.

e. She will be reemployed whether she is a probationary or tenure teacher, provided she signifies during the first week of the leave that she intends to return.

4. Teachers who anticipate a long-term absence due to disability shall:

a. Notify in writing, whenever possible, the building principal sixty (60) days in advance of the anticipated onset of the disability (e.g., childbirth, elective surgery, prostatectomy) and the projected duration of the absence.

b. When requested by the administration, provide a statement from the teacher's attending physician that the teacher is medically able to continue or resume the teacher's normal job responsibilities.

5. Staff who wish to extend their maternity leave past the FMLA window may use leave days to extend their maternity leave past the FMLA window up to two weeks. Staff members who anticipate this return must provide in writing to the building principal thirty (30) days prior to the extended leave. The total time to be extended may not exceed the FMLA window plus two weeks and must be fully covered by leave days.

D. Military leaves of absence shall be granted to any teacher who shall serve with the Armed Forces of the United States for military duty. Teachers during the first 24 months of military leave shall be given the benefit of any increments which would have been credited to them had they remained in active service to the school system. Such credits will be awarded beyond 24 months only to those teachers who are required to stay in the military service on a non-voluntary basis.

E. An unpaid leave of absence for advanced study may be requested for a limit of one school year, on or before February 1, of the preceding school year. Each request must be submitted to the Superintendent in writing, outlining a formal program of work which will qualify the applicant for a higher credential in his profession or a program of recognized courses relating to the present or prospective service of the applicant. Applications for this type of leave will be considered on their merits and

may be approved by the Board of Education upon recommendation of the Superintendent. Teachers requesting such leave will be notified by April 1 of the status of the leave.

Approval of a leave of absence for advanced study shall be contingent on the following conditions:

1. No more than one teacher in the district shall be granted leave at any one time.

2. Applicant must be a Tenure Teacher, four (4) years of continuous teaching experience in the district and the holder of a permanent or a continuing Michigan Teaching Certificate.

3. A qualified certificated replacement must be available to assume the applicant's duties while on leave.

4. Must return to the school system for a minimum of one year after return from leave.

5. Reemployment will only be made at the beginning of the school year. Upon return from advanced study leave, the teacher shall be entitled to advance one increment on the salary schedule providing all requirements of the leave policy have been fulfilled satisfactorily in the judgment of the Superintendent.

Staff member will not accrue any other benefits except increment credit while on leave and will be responsible for all other health or disability premiums due.

F. An employee may make a request in writing to the Superintendent of Schools and upon his approval be granted a leave of absence without pay for a purpose not specified in the above leave of absence. This request must indicate the reason for the leave of absence and only will be honored if a qualified substitute teacher, or teacher on layoff or being laid off, is available.

ARTICLE X: INSURANCE PROTECTION

Pak A		Pak B	
Health	MESSA Choices II In Deductible: $1,000/$2,000 Out Deductible: $2,000/$4,000 OV/UC/ER Copay$20/$25/$50 Rx Drug Copay Saver(3tier) RX MESSA ABC Plan 2: $2,000/$4,000 $0 – OV/UC/ER RX Plan: 3-Tier RX Riders: Adult Immunizations (Can opt for the MESSA ABC Plan sited below in Section E after Dec. 31st .)		
Basic Term Life	$5,000 with Medical		
Negotiated Life	$50,000 with AD&D	Negotiated Life	$50,000 with AD&D
Vision	VSP 3 250 CL	Vision	VSP 3 250 CL
Dental	80/80/80/80: Life Time Max $2,000; $1,800 Yearly Max Riders Included: 2 cleanings	Dental	80/80/80/80: Life Time Max $2,000; $1,800 Yearly Max Riders Included: 2 cleanings
LTD	66 2/3 % $3,000 maximum benefit 90 Calendar Days - modified fill SS Offset: Family Alcohol/Drug - same as any illness Mental/Nervous – same as any illness	LTD	66 2/3 % $3,000 maximum benefit 90 Calendar Days - modified fill SS Offset: Family Alcohol/Drug - same as any illness Mental/Nervous – same as any illness

A. Employees working less than a full contract year shall have benefits terminated on the first day of the month following termination of employment provided, however, that any teacher who works through May 30th will receive benefits through August 31.

Those employees who were hired after August 13, 2008 shall be provided with health insurance by the district. The premiums for vision, dental, LTD, and negotiated life will be paid in full by the district.

B. Benefits shall be paid to these members, who as of the effective date of this Contract, have accumulated 74 days or less at the above rate. Those members who as of the effective date of this contract have an accumulated sick leave of 75 to 90 days, may, beginning with the 75th day, take payment based on the current LTD policy and retain any accumulated sick leave between the 75th and 90th day. Benefit payments shall continue to age sixty-five (65) or until termination of disability - whichever occurs first.

C. Annual stipend in lieu of health care to be divided and paid in equal monthly increments.

1. $3000 stipend in lieu of health care for employees on a single plan who do not have comparable health care.
2. $4000 stipend in lieu of health care for employees on a double plan who do not have comparable health care.
3. $5000 stipend in lieu of health care for employees on a family plan who do not have comparable health care.

In order to ensure that eligible employees receive cash-in-lieu in compliance with the PPACA, the following conditions must be met: (a) the employee voluntarily and in writing opts out of the available medical health care plan; and (b) provides documentation to Central Office that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act.

D. Teachers not electing health insurance coverage through the school shall be provided with MESSA options of: Dental, Vision, LTD, and Life in the amounts as currently provided by PAK B.

E. Members will have the right to switch to their MESSA ABC Plans during open enrollment window, which occurs before Dec 31st of each year. This will require filling out the correct form and returning it to the Central office.

F. The Association has the right to examine MESSA products offered each year, in consultation with the school district who is the policyholder, and switch to a different MESSA plan by a majority vote of the association**.**

G. Employees newly hired by the Board shall be eligible for insurance on the first day of the month following the month work commenced.

H. To be eligible for the above coverage (or increase in coverage) employees must be able to perform the "at work requirements" with this employer before benefits are effective.

I. Changes in family status shall be reported by the employee to the business office within thirty (30) days of such change. The employee shall be responsible for any overpayment/underpayment of premiums made by the Board in his/her behalf for failure to comply with this paragraph.

J. With new regulations from the carrier on the administration of Short Term Disability Insurance it is hereby agreed between the Harbor Beach Board of Education and the Tri-County Bargaining Association that:

1. Association members with STD Insurance may at their option freeze the use of sick leave and use STD Insurance when the qualifying period is met;

2. While an Association member is on a STD Insurance covered leave they will follow the same reporting procedures as anyone using regular sick leave;

3. Any member while on sick leave covered by STD Insurance shall continue to accrue all rights covered in the Master Agreement.

ARTICLE XI: PROTECTION OF TEACHERS

A. Classroom control and discipline is an effective part of the education process. To be effective, the Board recognizes that the teacher will be given adequate support by the Board and the Administration in the discreet handling of student and disciplinary problems.

B. Any case of assault upon a teacher in connection with the teacher's duties 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 and shall render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student and said disciplinary action is considered reasonable by the Administration, the Board will provide legal counsel and render all necessary assistance to the teacher in his/her defense.

D. Time lost by a teacher in connection with an incident mentioned in the Article which in the opinion of the Administration is justified shall not be charged against the teacher.

E. Reimbursement will be made to the teacher for the loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises, as approved by the Administration. Personal property must be checked in with the building principal as per the form below.

USE OF PERSONAL PROPERTY REQUEST FORM

_____ is hereby authorized to use the following personal item(s) in instruction for the below noted length(s) of time as per Article XI, Section E, of the Master Agreement.

ITEM	LENGTH OF TIME*
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____

BUILDING PRINCIPAL AUTHORIZED TEACHER

_____ _____

Date: _____ Date: _____

*Put in dates of authorization.

F. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention.

ARTICLE XII: NEGOTIATION PROCEDURES

A. At least ninety (90) days prior to the expiration of this Agreement, the parties will begin negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

B. Teachers shall be released from their normal duties for the purpose of actively participating in negotiations or grievance meetings with the Board when there is agreement that such activities occur during a scheduled teacher work day or when the parties are directed by an agency or court of proper authority to participate in such activities during a scheduled teacher work day. Should fact-finding occur during the school day, up to three representatives of the Association shall be released from regular duties for the purpose of actively participating in the fact-finding proceeding. There shall be no loss of pay for participation in negotiations, grievance processing, or fact-finding consistent with the provisions of this section.

ARTICLE XIII: GRIEVANCE PROCEDURES

A grievance is defined as an alleged violation, an application, interpretation or administration of a specific article or section of the Agreement. If any such grievance arises, there shall be no stoppage or suspension of work because of such grievance; but such grievance shall be submitted to the following grievance and arbitration procedures.

The teacher or the teacher and the Association Representative discuss complaints and concerns with the building principal as the first step in the grievance procedure in an attempt to resolve issues at this level.

Should a difference arise between a teacher and the Administration as to the meaning and application of this Agreement, an earnest effort shall be made to settle such difference, grievance or dispute in the following manner:

A. Any individual teacher or the teacher and the Association having a grievance involving action by the building principal shall take the matter up directly with that principal within five (5) days of the alleged incident and may reach a settlement of the grievance as long as the settlement is not inconsistent with the terms of this Agreement.

   In an instance where a grievance arises from the action of the Superintendent or Board, or involves more than one school, the Association shall begin processing that matter at the Superintendent's level of this grievance procedure. When a grievance is filed pursuant to this paragraph the Association shall take the matter up with the Superintendent within five (5) days of the action being grieved in an effort to settle the grievance. If a settlement is not reached within the foregoing time, the Association shall submit the grievance in writing to the Superintendent within the following five (5) days (not later than ten (10) days after the alleged violation occurred). The Superintendent shall answer a formal grievance within eight (8) days of its submission to him/her, pursuant to this paragraph.

B. If a satisfactory settlement is not effected within five days after submission, it shall be reduced to writing by the Association and the grievance shall be taken up with the principal within five days.

C. The principal shall answer the grievance in writing and return it to the Association within five days after he/she received it.

D. If a satisfactory settlement is not effected, the Association shall submit the written grievance to the superintendent within five days after it was returned by the principal.

E. The superintendent shall answer the grievance in writing within five days and return it to the Association.

F. In the event the grievance is not satisfactorily resolved by the superintendent or if no decision is reached within the thirty-day period, the written grievance shall be submitted to the Secretary of the Board of Education. The Board shall answer said grievance in writing and provide a hearing upon request, within thirty days after it has been received.

G. In cases where it is impossible to effect the settlement of a grievance pertaining to the meaning or application of the provisions of this agreement, either the Board or the Association may invoke arbitration of the issue in accordance with the following procedure:

Notify the other party within thirty days of receipt of the disposition in Section F of intent to submit the issue to arbitration. Following such notification, the parties shall attempt to select an arbitrator to arbitrate the disputed issue.

H. In event the Board and the Association have not selected an arbitrator within ten days of the date of notification of intent to arbitrate or within such other period of time as may be mutually agreed upon an arbitrator shall be selected in accordance with the rules of the American Arbitration Association. Regardless of how selected, the arbitrator will conduct the arbitration in accordance with the rules, regulations and procedures of the American Arbitration Association.

I. The time limits specified in the grievance procedure shall be binding unless an extension of such limits is mutually agreed upon. It is understood that Saturdays, Sundays and holidays are excluded in the determination of the time limits specified in this article.

J. The Board of Education and the Association shall not be permitted to introduce any new evidence after the grievance has proceeded through step F.

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

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

2. He/she shall have no power to establish salary scales or change any schedule salary.

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

a. The placing of a non-tenure teacher on additional years of probation.
b. The termination of services or failure to reemploy any teacher to a position on the extra-curricular schedule.

c. Any claim or complaint for which there is another remedial procedure or forum established by law or a regulation having the force of law, including any matter subject to the procedures specified in the Teacher Tenure Act.

d. Any matter involving teacher evaluation results.

4. He/she shall have no power to change any practice, policy or rule of the Board nor to substitute his/her judgment for that of the Board, providing that any such practice, policy, rule or any action taken by the Board is reasonable. His/her powers shall be limited to deciding whether the Board has violated the express articles or sections of this agreement; and he/she shall not imply obligations and conditions in conflict with this agreement, it being understood that any matter not specifically set forth herein remains within the reserved rights of the Board.

5. If either party disputes the arbitrability of any grievance under the terms of this agreement, the arbitrator shall determine the arbitrability of the grievance prior to hearing the merits of the grievance.

6. There shall be no appeal from an arbitrator's decision if within the scope of this authority as set forth above. It shall be final and binding on the Association, its members, the employee or employees involved and the Board. The Association and the Board shall not encourage any of their members or their agents, in any appeal to any court or labor board from a decision of an arbitrator nor shall the association or its members by any other means attempt to bring about the settlement of any grievance.

L. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other.

M. 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, 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.

Notwithstanding the expiration of the Agreement, any claim or grievance arising thereunder may be processed through the Grievance Procedure until resolution.

N. In the event a grievance has proceeded through step F and it has not been transmitted to arbitration within thirty (30) days thereafter, unless mutually agreed otherwise such grievance shall be deemed resolved. The Board shall not be required to pay back wages more than ten (10) days prior to the date a written grievance is filed. All claims for back wages shall be limited to the amount of the wages that the employee would otherwise have earned, less any compensation that he may have received from any source during the period of

the back pay. No decision in any one case shall require a retroactive wage adjustment in any other case.

O. A teacher shall at all times be entitled to have present a representative of the Association prior to being disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representation is made, no action shall be taken with respect to the teacher until such a representative of the Association is present. This does not prevent an administrator from discussing a teacher's evaluation and making constructive criticism in an informal meeting without the Association's representative.

P. Any adverse disciplinary action not deemed as being justified by the teacher, shall be subject to the grievance procedure.

ARTICLE XIV: MISCELLANEOUS PROVISIONS

A. The Board agrees at all times to maintain an adequate list of substitutes. Teachers shall submit absence requests via the current system used to record absences. Notification will then be made to the building administrator via email/text/or phone call.

B. The Agreement shall supersede any rules, regulations or practices of the Board pertaining to the teachers which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of the Agreement.

C. The Board and the Association will keep one shared copy of the master agreement on an electronically shared drive. A PDF of the final signed master agreement will be posted to the District's website and transparency reporting site and emailed to all relevant staff members.

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

E. Medical examinations, excluding x-rays, which are required by the Board as a condition of employment shall be at no expense to the individual.

F. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that it will not authorize any strike or interruption of activities in the school system, during the life of this Agreement.

G. This Agreement is subject to amendment, alterations or additions, only by a subsequent written agreement between, and executed by, the Board and the Association.

H. Any teacher participating in the Huron County Telecommunications Consortium will follow the operating guidelines of the Huron County Telecommunications Consortium Agreement which is the most current should it be revised or amended from its original form during the term of this Agreement.

ARTICLE XV: INDIVIDUAL CONTRACT

The individual contract executed between each teacher and the employer is subject to the terms and conditions of this agreement. It is specifically agreed that this Article takes precedence and governs the individual contract and the individual contract is expressly conditioned upon this Article.

ARTICLE XVI: PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the terms of this Agreement.

Harbor Beach Salary Schedule

Teachers will receive step increases each year of this agreement.
All Steps and Lanes will be honored each year of this agreement.

2026-2027	4%
2027-2028	3%
2028-2029	3%

B. The salary schedule is based upon a normal teaching load of 185 days based on the attached school calendar in Schedule C, as hereinafter defined, during normal teaching hours.

C. The school year of 185 days will be used for the purpose of computing all leave time and salary deductions.

D. 1. Absence for conventions, educational meetings, and other professional meetings that the teacher chooses to attend shall be permitted without salary deduction for up to three (3) days per year provided.

(a) the Superintendent or his/her designee is notified and approved said meetings at least one week prior to the meeting date, and

(b) that funds provided for expenses related to such meeting attendance have not been exhausted.

(c) conferences and/or meetings that are fully reimbursed (i.e., Eisenhower funds) may be granted in excess of the above mentioned three days if no one else has applied to attend.

(d) conferences and/or meetings that administration requests a teacher to attend may be granted in excess of the above mentioned three (3) days.

2. Expenses for conventions and educational meetings shall be provided by the Board of Education.

(a) Lodging shall be limited to $200/night/person.

(b) All approved mileage will be reimbursed the current IRS rate

3. Attendance will be subject to the availability of qualified substitute teachers.

4. Approval by the Superintendent will only be considered for meetings of a nature relating to the school program and the teacher's assignment.

E. Conference and curriculum days, when schools are not in session, require attendance of the teachers at these events.

F. Teachers, at their discretion, shall be paid every two (2) weeks in either twenty-one (21) or twenty-six (26) pays per as indicated on their individual contracts given to them at the beginning of each year to be signed and turned back into the Central office.

G. Funds for materials and/or supplies for the teachers' classroom shall be up to $200 per teacher. If the teacher has expended their personal funds for materials and/or supplies for their classroom, the Board will reimburse the teacher upon providing a receipt to the district up to the $200 less sales tax.

H. Teachers Completing more than eleven (11) years of service at Harbor Beach Community Schools shall annually have a longevity payment added to their base salary as provided below:

12-14 years service	$1,000
15-19 years service	$1,500
20-24 years service	$2,000
25 or more years service	$2,500

I. Increments become effective at the beginning of the contractual period of each year and advancement under the salary schedule shall be automatic as of the beginning of the contractual period. Advancement on the horizontal salary schedule (Schedule A) shall become effective on completion of required academic or professional courses only at the beginning of the first semester. Notification of completed course work must be submitted to the Superintendent, prior to August 25th of the year in which the employee is expecting to be approved for salary schedule credit.

J. The teaching experience of new teachers coming into the school district shall be evaluated by the Board. Credit for up to five years of previous teaching experience may be granted by the Board. The Board will also consider non-teaching experience and in its sole discretion may award up to five (5) years of relevant experience. Credit for satisfactory active United States military service shall be allowed, provided the individual was teaching prior to entering the service. Teachers shall be allowed one step on the schedule for each year of active military service up to two (2) years. Beyond two years, credit will be awarded only to those teachers who are required to stay in Military Service on a non-voluntary basis.

K. When a teacher substitutes on his/her planning time he/she will be paid $40.00.

L. When teachers elect teaching responsibilities before or after the regular school day, they will be paid at a rate of $40.00 per hour.

M. Any teacher who elects to teach an overload (7 full periods without a planning period throughout the normal school day) will be paid 1/7th of BS1 and it will be pro-rated at that rate for any course that is not a full year (semester course)

ARTICLE XVII: EMERGENCY FINANCIAL MANAGER

The parties recognize the requirements of Public Act 436 of 2012 whereby if conditions are present an Emergency Manager can be assigned to the school district to eradicate and correct any financial emergency. As part of Public Act 436 all collective bargaining agreements can be negated by the Emergency Manager in accordance with provisions of the law. Further Public Act 436e defines procedures governing the actions of the Emergency Manager. The parties to this agreement are cognizant of these provisions and recognize the powers vested in the Emergency Manager assigned by the State of Michigan. The State of Michigan shall provide assistance to the district in the form of a consent agreement if such actions are deemed appropriate prior to the assignment of an Emergency Manager.

ARTICLE XVIII: TEACHER EVALUATION

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

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

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

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

II. the teacher's performance; and

III. the Danielson Rubric.

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

I. all probationary teachers;

II. teachers rated developing or needing support; or

III. at the administrator's discretion when performance deficiencies are noted.

To the extent allowable by law, the District will notify a classroom teacher of complaints that might lead to discipline.

D. A mid-year progress report/performance review, if required by law, which aligns with the classroom teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training, coaching, professional development, or resources identified by the evaluator. Mid-year evaluations must be completed by March 1 of each school year for classroom teachers employed since the beginning of the school year.

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

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

G. Tenured classroom teachers rated as highly effective or effective on the three (3) most recent consecutive year-end evaluations may be evaluated triennially. However, if the classroom teacher is not rated as effective on one of the triennial year-end evaluations,

the classroom teacher must receive annual year-end evaluations. If a classroom teacher on the triennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the classroom teacher to annual evaluations. Year-end evaluations for classroom teachers shall be completed at least five (5) business days before the end of the school year.

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

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

J. Use of the Danielson Rubric evaluation tool, which has been approved by MDE and is in compliance with Revised School Code Section 1249 and corresponding regulations.

K. Website posting of required information for the Danielson Rubric evaluation tool.

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

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

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

O. The parties will, by September 1, 2024, negotiate and reach consensus concerning how to measure student growth and assessment data or student learning objective metrics to be considered for 20% of the evaluation. If consensus is not reached by September 1, 2024, the District will use the assessment data currently utilized.

P. Probationary classroom teachers cannot challenge any aspect of the negotiated evaluation process, including observations, the IDP, the mid-year progress report/performance review, or their assigned rating.

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

Evaluation Flowchart Non-Tenured

Goal Setting Meeting with Admin (and Mentor if applicable)	
Goal Setting Document Completed	
Personal/Professional Goal	
Student-Growth Data Goal	
Individualized Development Plan (IDP)	
Observation Number #A1 (Formal Announced) 30-50 mins	Section “A” completed before end of Dec.
Observation Number #A2 (Unannounced) 10-15 mins (If needed)	
Observation Number #A3 (Unannounced) 10-15 mins (If needed)	
Self-Evaluation A (due by last week of Nov.)	
Observation Number #B1 (Formal Announced) 30-50 mins	Section "B" observations completed by May 1
Observation Number #B2 (Unannounced) 10-15 mins (If needed)	
Observation Number #B3 (Unannounced) 10-15 mins (If needed)	
Self-Evaluation B (due by last week of April)	
Final Evaluation Meeting ~ Overall Year Eval	
Final Evaluation Meeting ~ Overall Year Final Rating Recorded	

Evaluation Flowchart Tenured

Goal Setting Meeting with Admin	
Goal Setting Document Completed	
Personal/Professional Goal	
Student-Growth Data Goal	
Growth Plan (optional)	
Observation Number #1 (Formal Announced) 30-50 mins	Observations completed by May 1
Observation Number #2 (Unannounced) 10-15 mins (If needed)	
Observation Number #3 (Unannounced) 10-15 mins (If needed)	
Self-Evaluation (due by last week of April)	
Final Evaluation Meeting ~ Overall Year Final Rating Recorded	
Growth Plan ~ Revisited ~ (If needed)	

ARTICLE XIX: LAYOFF AND RECALL PROCEDURES

It is hereby specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum, and staff and that the procedures set forth in this article shall be used in laying-off personnel and all personnel decisions shall be based on retaining effective teachers in situations involving a staffing or program reduction or any other personnel decision resulting in the elimination of a position, as well as for hiring after such reductions/position eliminations or recall to vacant positions. The District shall not utilize length of service as the sole factor in personnel decisions. Length of service or tenure status may only be considered by the administration when all other factors, as listed below, are considered equal amongst the potentially affected teachers. It is hereby understood that when any full-time teacher has been reduced to less than a full-time schedule (through staffing, program reduction, or any other personnel decisions) the following article will be initiated to return the said teacher to full-time status. This shall not operate or be applied to retain or recall a teacher whose most recent performance evaluation contains an overall rating of minimally effective or ineffective or needing support in preference to any properly certified and qualified teacher with a higher effectiveness rating as reflected in that teacher's most recent performance evaluation. This also shall not operate or be applied to retain or recall a probationary teacher who has received a rating of either minimally effective or ineffective in preference to any properly certified and qualified teacher with a higher effectiveness rating. A probationary teacher who is rated as effective or, prior to July 1, 2024, as highly effective on most recent annual performance evaluation is not subject to displacement under this policy by a tenured teacher solely because the other teacher has attained tenure under the Teachers' Tenure Act.

The effectiveness of teachers as measured under the District's performance evaluation system developed under Section 1249 of the School Code or as otherwise collectively bargained must be used as a factor for personnel decisions.

A. 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.

B. The following factors are to be considered amongst administration when determining personnel decisions:

1. The teacher's length of service in a grade or subject level.
2. The teacher's disciplinary record.
3. Relevant special training. This factor may be based on completion of relevant training, other than the professional development or continuing education, which is required by the employer or by State law, and the integration of that training into instruction in a meaningful way.
4. Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
5. The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of the subject area and the ability to impart that knowledge through planning, rigorous content, checking for/building higher-level understanding,

differentiation of instruction, and consistent preparation to maximize instructional time.
6. The teacher's classroom management, manner and efficacy of student discipline, and rapport with parents and other faculty. and ability to withstand the strain of teaching.
7. The teacher's attendance record.
8. Significant and relevant accomplishments and contributions that aid in the overall performance of the school by making clear, significant, and relevant contributions above the normal expectations for an individual in the teacher's peer group while demonstrating a record of exceptional performance.

C. Recall of teachers according to the factors looked at to make personnel decisions, provided that a teacher to be reassigned shall be certified and qualified to teach the subject area he/she is being assigned.

D. A teacher refusing an offer of recall to a position for which the teacher is adequately certified and most qualified, and which is equivalent to the one from which they were laid off shall be deemed a voluntary resignation and shall result in forfeiture of the further right of recall.

E. Any vacancies that occur after the beginning of the school year shall be posted until filled. When a vacancy occurs, in a position from which a teacher has been initially laid off, such a position shall be offered to that teacher, prior to being considered a vacancy subject to posting. This shall apply only to laid-off teachers currently drawing unemployment compensation. No new teachers shall be hired unless all teachers on recall list have been offered provided those teachers on the recall list are certified and qualified for the open positions.

F. Notification and Awarding of Vacancies and Application process:

1. Vacancies occurring within the bargaining unit during the school year, shall be provided via email to each bargaining unit employee. Positions as described above shall be posted at least five (5) business days prior to being filled. Bargaining unit employees may apply for such positions by submitting an email of interest.
2. During the summer months when regular school is not in session, the Employer will provide via email to all bargaining unit employees of all postings. Positions shall remain posted at least ten (10) calendar days prior to being filled. Bargaining unit employees may apply for such positions by submitting an email of interest.
3. Tenure and Probationary teachers shall automatically be retained on the recall list for two years from the date of lay-off.
4. Internal qualified applicants shall be considered for any open position.

The Board will make every effort to provide teachers with a tentative plan of the needed grade sections for the ensuing school year prior to July 1st in writing.

ARTICLE XX: SENIORITY

A. The seniority list shall be published and mailed or delivered to each bargaining unit employee by October 1 of each school year. Challenges or revisions to the list must be filed by November 1 of that same year; Otherwise, the seniority list will be considered final for that school year. Should there be disagreement by November 1 of the school year, the Board and Association shall submit the issue to Expedited Arbitration under the rules of the American Arbitration Association for determination of the final seniority list.

B. Seniority is defined as the length of unbroken service within the bargaining unit and shall be computed from the bargaining unit employee's first day of work since the most recent date of hire. All bargaining unit employees shall be ranked on the list in the order of their first day of work, as defined above. In the circumstance of more than one individual having the same day of work, all individuals so affected will participate in a drawing by the association to determine placement on the seniority list. The Association will inform the Board of the outcome of that drawing so the individuals can be placed correctly on the seniority List.

C. All seniority is lost when employment is severed by resignation, retirement, discharge for cause, or transfer to a non-bargaining unit position for more than one (1) year; However, until recall rights expire or are otherwise terminated by the employee, seniority is retained (frozen) if severance of employment is due to layoff.

D. Seniority shall continue to accumulate when bargaining unit employees are on approved unpaid leaves of absence of one (1) year or less, or for the full duration of a leave of absence due to Military Duty leave.

DURATION OF AGREEMENT

This agreement shall become effective on July 1, 2026 and shall continue in effect to and including June 30, 2029. This agreement will not be extended orally and it is expressly understood that it shall expire on the indicated date.

~~Tri-County~~ Bargaining Association/ Harbor ~~Beach~~ Education Association	Harbor Beach Board of Education
(TCBA Bargainer)	(President)
(HBEA President)	(Superintendent)
Date: 6-17-26	Date: 6-17-26

SCHEDULE A: SALARY SCHEDULE

2026-2027 4%

STEP	BS	BS+15	BS+20	MA/BS+30	MA+30
1	$43,400	$43,853	$44,702	$45,345	$47,545
2	$44,159	$45,874	$46,766	$47,440	$49,740
3	$47,366	$49,156	$50,088	$50,797	$53,205
4	$49,485	$51,368	$52,336	$53,081	$55,607
5	$51,994	$53,669	$54,695	$55,476	$58,117
6	$54,043	$56,101	$57,175	$57,986	$60,757
7	$56,482	$58,637	$59,763	$60,610	$63,511
8	$59,040	$61,294	$62,468	$63,366	$66,402
9	$61,712	$64,084	$65,313	$66,180	$69,426
10	$64,521	$67,000	$68,286	$69,266	$72,598
11	$69,224	$71,817	$73,169	$74,195	$77,681
12	$70,004	$72,261	$73,990	$75,027	$78,552
13	$70,004	$72,261	$73,990	$75,027	$78,552
14	$70,004	$72,261	$73,990	$75,027	$78,552
15	$70,264	$72,889	$74,262	$75,304	$78,843
16	$70,264	$72,889	$74,262	$75,304	$78,843
17	$70,264	$72,889	$74,262	$75,304	$78,843
18	$70,264	$72,889	$74,262	$75,304	$78,843
19	$70,264	$72,889	$74,262	$75,304	$78,843
20	$70,786	$73,427	$74,809	$75,859	$79,423
21	$70,786	$73,427	$74,809	$75,859	$79,423
22	$70,786	$73,427	$74,809	$75,859	$79,423
23	$70,786	$73,427	$74,809	$75,859	$79,423
24	$70,786	$73,427	$74,809	$75,859	$79,423
25+	$71,728	$74,770	$76,178	$77,245	$80,877

2027-2028 3%

STEP	BS	BS+15	BS+20	MA/BS+30	MA+30
1	$44,702	$45,169	$46,043	$46,705	$48,971
2	$45,484	$47,250	$48,169	$48,863	$51,232
3	$48,787	$50,631	$51,591	$52,321	$54,801
4	$50,970	$52,909	$53,906	$54,673	$57,275
5	$53,554	$55,279	$56,336	$57,140	$59,861
6	$55,664	$57,784	$58,890	$59,726	$62,580
7	$58,176	$60,396	$61,556	$62,428	$65,416
8	$60,811	$63,133	$64,342	$65,267	$68,394
9	$63,563	$66,007	$67,272	$68,165	$71,509
10	$66,457	$69,010	$70,335	$71,344	$74,776
11	$71,301	$73,972	$75,364	$76,421	$80,011
12	$72,104	$74,429	$76,210	$77,278	$80,909
13	$72,104	$74,429	$76,210	$77,278	$80,909
14	$72,104	$74,429	$76,210	$77,278	$80,909
15	$72,372	$75,076	$76,490	$77,563	$81,208
16	$72,372	$75,076	$76,490	$77,563	$81,208
17	$72,372	$75,076	$76,490	$77,563	$81,208
18	$72,372	$75,076	$76,490	$77,563	$81,208
19	$72,372	$75,076	$76,490	$77,563	$81,208
20	$72,910	$75,630	$77,053	$78,135	$81,806
21	$72,910	$75,630	$77,053	$78,135	$81,806
22	$72,910	$75,630	$77,053	$78,135	$81,806
23	$72,910	$75,630	$77,053	$78,135	$81,806
24	$72,910	$75,630	$77,053	$78,135	$81,806
25+	$73,880	$77,013	$78,463	$79,562	$83,303

2028-2029 3%

STEP	BS	BS+15	BS+20	MA/BS+30	MA+30
1	$46,043	$46,524	$47,424	$48,106	$50,440
2	$46,849	$48,668	$49,614	$50,329	$52,769
3	$50,251	$52,150	$53,139	$53,891	$56,445
4	$52,499	$54,496	$55,523	$56,313	$58,993
5	$55,161	$56,937	$58,026	$58,854	$61,657
6	$57,334	$59,518	$60,657	$61,518	$64,457
7	$59,921	$62,208	$63,403	$64,301	$67,378
8	$62,635	$65,027	$66,272	$67,225	$70,446
9	$65,470	$67,987	$69,290	$70,210	$73,654
10	$68,451	$71,080	$72,445	$73,484	$77,019
11	$73,440	$76,191	$77,625	$78,714	$82,411
12	$74,267	$76,662	$78,496	$79,596	$83,336
13	$74,267	$76,662	$78,496	$79,596	$83,336
14	$74,267	$76,662	$78,496	$79,596	$83,336
15	$74,543	$77,328	$78,785	$79,890	$83,644
16	$74,543	$77,328	$78,785	$79,890	$83,644
17	$74,543	$77,328	$78,785	$79,890	$83,644
18	$74,543	$77,328	$78,785	$79,890	$83,644
19	$74,543	$77,328	$78,785	$79,890	$83,644
20	$75,097	$77,899	$79,365	$80,479	$84,260
21	$75,097	$77,899	$79,365	$80,479	$84,260
22	$75,097	$77,899	$79,365	$80,479	$84,260
23	$75,097	$77,899	$79,365	$80,479	$84,260
24	$75,097	$77,899	$79,365	$80,479	$84,260
25+	$76,096	$79,323	$80,817	$81,949	$85,802

SCHEDULE B: EXTRA CURRICULAR

Athletics	Academics/Extra Curricular
For Athletic coaches only, a stipend of eight-five ($85) will be awarded for each year of experience with a ten-year maximum. This experience stipend follows the coach within a specific sport regardless of age levels coached.	For Academic and Extra-Curricular only, a stipend of eight-five ($85) will be awarded for each year of experience at HBCS in the same activity with a ten-year maximum.
Head Varsity Coach A $4367 Football (1), Boys Basketball (1), Girls Basketball (1), Volleyball (1)	**Director of Bands and FFA Advisor** to be paid **$4367** through a 26 pay contract.
Head Varsity Coach B $3502 Track (1), Baseball (1), Softball (1)	**Advisor/Coach/Coordinator/Director $1856** Junior Class (1), k-12 Musical Director (1), HS Student Council (2), Choir Director (1), National Honor Society (1)
Varsity Coach C $3275 Cheerleading , *Cross County , Golf , Soccer *If more than 30 athletes across 6–12 are on, the Cross-Country team the program is eligible for a paid assistant at the rate of a MS Coach	**Advisor/Coach/Coordinator/Director $1746** PR/Journalism w/o class, HS Yearbook w/o class, HS Robotics (1), MS Robotics (1)
Asst. Varsity Coach A $3275 Football (1), *Track (1) *If more than 50 athletes are on the Track team, the program is eligible for an additional paid assistant at the MS Coach rate	**Advisor/Coach/Coordinator/Director $1419** Forensics (1), Debate (1), Quiz Bowl (1), k-12 Drama/Play Director (1), YIG (1), PTO (1), MS Yearbook w/o class (1)
***JV Coach A $3275** Football (1), Boys Basketball (1), Girls Basketball (1), Volleyball (1), Baseball (1), Softball (1) *if not enough numbers for a JV team they may be Varsity Asst Coaches if approved by AD/Superintendent	**Advisor/Coach/Coordinator/Director $1091** Freshman (1), Sophomore (1), Senior (1), PBIS Coordinator (1/ k-4, 1/ 5-8, 1/ 9-12), Health Ed Coordinator (1), Battle Bots (1), MS Student Council (1), Esports (1), Board Game Club (1), Active Minds Club *Clubs, PR/Journalism w/ class, HS Yearbook w/ class *Pending Astronomy and Fishing
***Asst. JV Coach $3057** Football (1)	**Advisor/Coach/Coordinator/Director $873** MS Yearbook w/ class, MS Social Committee (1)

***Freshman Coach $3057** Boys Basketball (1), Girls Basketball (1) Volleyball (1) *if not enough numbers for a Freshman team they may be Varsity Asst Coaches if approved by AD / Superintendent	**Accompanist $382** k-12 Musical
Middle School Coach $1856 Football (2), 7th grade Boys Basketball (1), 7th Grade Girls Basketball (1), 8th Grade Boys Basketball (1), 8th Grade Girls Basketball (1), 7th Grade Girls Volleyball (1), 8th Grade Girls Volleyball (1), Track (2)	**Event Organizer $218/ person** *Greenfield Village (1), *Mackinaw Island (2), *7th Grade Camp (1), Christmas Dance (1), Field Day (1), Halloween (2), Christmas Program (2), Dining with Dear Ones (1), Reading Month (2), Math Month (2), Grandparents Day (2) *Overnight Field Trips qualify for Schedule B pay
*All Assistant Coach positions to be filled at the discretion of the Board. This determination shall be made annually by the AD/Superintendent.	**Mentor(s) $982** **PLC Facilitators (7) $515** PreK, K-4 Math/Science, K-4 ELA/ Social Studies, K-12 Intervention, 5-12 Math/Science, 5-12 ELA/Social Studies, k-12 Specials
All amounts are per position	Annual awarding of positions must meet the approval of the Superintendent. Division, reduction, duplication, and discontinuation of positions are at the discretion of the Superintendent.

Staff of the Harbor Beach Community Schools, being paid through a third-party vendor for Schedule B activities, will have the option to be paid through the Harbor Beach Community School district during their last three (3) years of service before retiring, unless agreed upon by administration.

Advisors/Coaches/Directors who must be absent from a regular staff activity, event and/or meeting in order to fulfill Schedule B responsibilities for activities, contests, meets, or events shall not be charged any personal time for the absence. However, every effort will be made to not schedule these Schedule B responsibilities to interfere with these regular staff activities, events and/or meetings.

Any person who has been properly vetted by the School District may volunteer to assist in any Schedule B position, whereby the Board can hire the person for one ($1) dollar to ensure he or she is covered by the school insurance coverage. This clause is not to be used to replace the hiring of any Schedule B position, but to ensure proper insurance coverage for volunteers only.

Schedule B will be reviewed every year during the first day of teacher professional development. If a Schedule B assignment has not been active for the past three (3) years consecutively, it will be removed from the list above. If a new Schedule B assignment is approved by the administration and can show that it is an appropriate viable Schedule B assignment for three (3) years consecutive, it will be added to the list above at a mutually agreed upon amount.

Schedule B position responsibilities for each position filled will be turned into the building principal by the Advisor/Coach/Coordinator/Director/Event Organizer by the Fall Count Day.

SCHEDULE C: SCHOOL CALENDAR

The calendar shall include the number of instructional and professional development days required by the State of Michigan. The District will comply with all state requirements for instructional hours within the framework of this calendar. The starting and ending dates of each school year shall be closely aligned with the Huron County Calendar. The calendar will also provide for two parent-teacher conferences, one each semester.

Teachers will work 5 additional days, beyond the student calendar, which is equal to 180 days, totaling 185 days.

Harbor Beach Community Schools 2026/27 School Calendar

August 2026

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2027

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Note: Half Day = 11:40 am Release **All Fridays = 1:50 pm Release Unless Noted as Half Day**

Aug 17th-20th	Staff PD	Oct 16th	Half Day	Jan 15th	Half Day-End of 1st Semester	March 26	No School-Good Friday
Aug 19th	Open House	Oct 30th	End of 1st Marking Period	Jan 18th	No School-MLK Day	Mar 29 -Apr 2	Spring Break
Aug 25th	First Day of School	Nov 25th-Nov 27th	Thanksgiving Break	Feb 12th	Half Day-End of 1st Semester	May 31st	No School-Memorial Day
Sep 4th-7th	Labor Day Weekend	Dec 18th	Half Day	Feb 15th	No School-Presidents' Day	June 4th	Half Day-Last Day of School
Oct 13th, Oct 15th	Parent Teacher Conferences	Dec 21st-Jan 1st	Winter Break	Mar 25th	Half Day-End 3rd Marking Period	June 7th	Last Day Staff

Harbor Beach Community Schools 2027/28 School

August 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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29	30	31				

September 2027						
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19	20	21	22	23	24	25
26	27	28	29	30		

October 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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24	25	26	27	28	29	30
31						

November 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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28	29	30				

December 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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26	27	28	29	30	31	

January 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

March 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

May 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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28	29	30	31			

June 2028						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
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11	12	13	14	15	16	17
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25	26	27	28	29	30	

July 2028						
Su	Mo	Tu	We	Th	Fr	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Note: Half days = 11:40 am Release **All Fridays = 1:50 pm Release Unless Noted as Half Day**

Aug 16th-19th	Staff PD	Oct 15th	Half Day	Dec 20th-Dec 31	Winter Break	Mar 27th-Mar 31st	No School-Spring Break
Aug 18th	Open House	Oct 29th	End of 1st Marking Period	Jan 14th	Half Day-End of 1st Semester	Apr 14th-Apr 17th	No School-Good Fri/ Eas Mon
Aug 24th	First Day of School	Nov 15th	No School-Opening Day	Jan 17th	No School-MLK Day	May 29th	Memorial Day
Aug 27th	No School	Nov 24th-Nov 26th	Thanksgiving Break	Feb 18th-Feb 21st	No School-Presidents' Day	June 8th	Half Day-Last Day of School
Sept 3rd-6th	Labor Day Weekend	Dec 17th	Half Day	Mar 24th	Half Day-End 3rd Marking Period	June 9th	Last Teacher Day
Oct 12th, Oct 14th	Parent Teacher Conferences						

Harbor Beach Community Schools 2028/29 School Calendar

August 2028

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2028

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
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24	25	26	27	28	29	30

October 2028

Su	Mo	Tu	We	Th	Fr	Sa
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2028

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2028

Su	Mo	Tu	We	Th	Fr	Sa
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24	25	26	27	28	29	30
31						

January 2029

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
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21	22	23	24	25	26	27
28	29	30	31			

February 2029

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

March 2029

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

April 2029

Su	Mo	Tu	We	Th	Fr	Sa
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29	30					

May 2029

Su	Mo	Tu	We	Th	Fr	Sa
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27	28	29	30	31		

June 2029

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

July 2029

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Note: **Half days = 11:40 am Release** **All Fridays = 1:50 pm Release Unless Noted as Half Day**

Aug 16th-23rd	**Staff PD**	**Oct 13th**	**Half Day**	**Dec 18th-Jan 2nd**	**Winter Break**	**Mar 23rd**	**Half Day-End 3rd Marking**
Aug 23rd	**Open House**	**Oct 27th**	**End of 1st Marking**	**Jan 12th**	**Half Day-End of 1st Semester**	**Mar 26th-Mar 30th**	**Spring Break**
Aug 24th	**First Day of School**	**Nov 15th**	**No School-Opening Day**	**Jan 15th**	**No School-MLK Day**	**April 2**	**No School-Easter Monday**
Sep 1st-4th	**Labor Day Weekend**	**Nov 22nd-Nov 24th**	**Thanksgiving Break**	**Feb 16th**	**Half Day**	**May 28th**	**Memorial Day**
Oct 10th, Oct 12th	**Parent Teacher Conferences**	**Dec 15th**	**Half Day**	**Feb 19th**	**No School-Presidents' Day**	**June 8th**	**Half Day-Last Day of School**