Master Agreement

between the

Ionia Public Schools'

Board of Education

and the

Ionia Education Association

2024-2027

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STATEMENT OF AGREEMENT

1. This Agreement is entered into by and between the Board of Education of the Ionia Public Schools, hereinafter called the "Board" and the Ionia Education Association, hereinafter called the "Association."

2. The Board and Administration may frequently choose to involve faculty members in the planning and decision-making process.

3. WITNESSETH: Whereas the Board and the Association, following extended and deliberate negotiations, have reached certain understandings with respect to hours, wages, terms and conditions of employment, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

1. The Board hereby recognizes the Association as the sole and exclusive bargaining representative, as defined in Public Act 366 of 1947, as amended, for all personnel who possess or will possess before employment, an emergency, temporary, provisional, continuing, professional, or permanent Michigan teaching certificate or a preliminary employment authorization for school guidance counselor, temporary school counselor authorization or school guidance counselor license.

2. Expressly excluded from Association representation are administrative personnel; any other person engaged in the direct administration and supervision of professional personnel; part-time alternative education teachers; teachers in young adults and adult education; Bulldog Beginnings preschool teachers; and employees paid on a per diem or per hour basis, except as provided in Schedule B.

3. The term "teacher" when used hereinafter in the Agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

   The term "professional staff member" when used hereinafter in the Agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined who are not subject to the Teachers' Tenure Act.

ARTICLE II

BOARD OF EDUCATION RIGHTS

1. The Board, on its own behalf and on behalf of the electors of the school district, hereby retains and reserves all powers, rights, authority, duties, and responsibilities conferred upon

and vested in it by the laws and the Constitutions of the State of Michigan and the United States.

2. The Association recognizes that the Board is legally responsible for the operation of the entire school system and that the Board has the necessary authority to discharge all of its responsibilities, subject to laws above mentioned and the provisions of this Agreement.

3. In meeting such responsibilities the Board acts through its administrative staff and on its own behalf. Such responsibilities include, without being limited to, the establishment of educational policies; the construction, acquisition, and maintenance of school buildings, school equipment, and school property; and the establishment and revision of rules and regulations, or other policies, governing and pertaining to the work and professional conduct of its employees. The Board and administrative staff shall be free to exercise all of their managerial rights and authority to the extent permitted by law; provided, however, that no actions shall violate any of the terms of this Agreement, and no rules or regulations shall be adopted or revised, which violate the terms of this Agreement.

4. The Board recognizes that this Agreement sets forth limitations to the above named powers, rights, authorities, duties, and responsibilities, and hereby agrees to be bound by such limitations.

ARTICLE III

ASSOCIATION RIGHTS

1. An Association Committee selected by the Association in any manner it chooses shall be the sole contact between the Association and the Board, or its Representatives, for all matters concerning negotiations, the processing of grievances or other discussions involving the interpretation and implementation of this Agreement, except as provided in Article XVIII of this Agreement. The initial contact between the Association and the Board concerning all aforementioned matters shall be made through the Association President or the President's designee.

2. Names of the Association's Executive Committee and Association Representatives shall be given to the Superintendent in writing by October 1. Changes can be made at any time upon written notification from the Association to the Superintendent.

3. The Board agrees to furnish, in the form in which it is available in the records of the district, to the Association in response to reasonable written requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations, as required by law. Costs of materials for duplication of such information and other reasonable costs shall be borne by the Association if documented and requested by the Superintendent.

ARTICLE IV

TEACHER RIGHTS

1. Pursuant to Public Act 336 of 1947, as amended the Board hereby agrees that every employee 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 the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 336 or other laws of Michigan or the Constitutions of Michigan and the United States, nor will it discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of her/his membership in the Association, her/his participation in any lawful activities of the Association, or collective professional negotiation with the Board, or her/his institution of any grievance, complaint, or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment.

2. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, political activities, color, national origin or ancestry, age, sex, marital status, or physical characteristics.

3. Nothing contained herein shall be construed to restrict or deny to any teacher rights he/she may have under the law. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

4. No professional staff member shall be disciplined, reprimanded, reduced in compensation, or deprived of any professional advantage without just cause. Any such discipline, reprimand, or reduction in compensation or advantage shall be subject to the Grievance Procedure contained elsewhere in this Agreement. All information forming the basis for disciplinary action shall be made available to the professional staff member. This provision shall not apply to first and second year probationary professional staff members or to any teacher or professional staff member in a Schedule B position.

5. A teacher has the right to review her/his own personnel file. Confidential credentials and related personal references obtained at the time of initial employment are specifically exempted from such review. Such credentials and confidential references shall be placed in a sealed envelope and filed in the teacher's personnel file. An Association Representative of the teacher's choosing may accompany the teacher in such review, which shall be made in the presence of a person designated by the Superintendent.

6. If a reprimand or similar disciplinary action, which shall be made a matter of written record, is to be given by the Board or any agent or representative, the professional staff member shall be notified that such action is contemplated and advised that he/she may have present at the time of reprimand or disciplinary action an Association Representative of her/his choosing. Similarly, the Board or any agent or representative administering such reprimand or disciplinary action shall be entitled to have present a witness of its choosing.

When a request for Association representation is made, no action shall be taken with respect to the professional staff member, until an Association Representative is present. Such representation must be made available within five (5) working days of the request.

7. No adversely critical material originating after original employment of the professional staff member will be placed in her/his personnel file, unless the professional staff-member has had an opportunity to review the material. If the professional staff member believes that material to be placed in her/his file is inappropriate or in error, he/she may utilize the Grievance Procedure contained elsewhere in this Agreement to modify or remove such adversely critical material.

   All teachers shall have the right to the extent afforded by the Bullard-Plawecki "Right-to-Know Act" to attach a written rebuttal to material included within their personnel file.

8. If a teacher is asked to sign any material to be placed in her/his file, such signature shall be understood to indicate her/his awareness of the material; but in no instance shall said signature be interpreted to mean agreement with the content of the material.

9. Grading

   a. The Board shall provide that each teacher may review a copy of the official transcript of each pupil the teacher taught to confirm whether a grade change has been made.

   b. The teacher, who has the first-hand knowledge of the student's abilities and achievements, will assign the student's grade(s). Unless the teacher responsible for issuing a disputed grade agrees to change the grade, the student or her/his representative may appeal to the Grade Change Review Panel.

   c. No one shall be permitted to change any grade given to a pupil by a teacher except by means of the following procedure.

      1.) Each school year, no later than October 1, the Association and the Board shall respectively designate their members of the Grade Change Review Panel, hereinafter called the "Panel," and inform each other of the members selected.

      2.) The Panel shall consist of three (3) members selected by the Association and three (3) administrative representatives appointed by the Superintendent.

      3.) Within ninety (90) days of the receipt of the disputed grade, the student and her/his representative(s), if any, may present to the Panel the reason(s) why the grade should be changed.

      4.) Upon receiving an appeal, the Panel will convene within ten (10) business days at a time mutually agreeable to the student and teacher.

      5.) The majority of the Panel, after evaluating the reasons for the requested grade change, and the teacher's explanation, if any, may approve or deny the requested grade change. In the event that the Panel is unable to reach a majority decision,

the teacher's original grade will be sustained. No grade initially assigned by a teacher shall be changed by the Panel unless a majority of the Panel finds that the grade was incorrect based upon the facts presented by the party requesting the change.

6.) The Panel's deliberations and balloting shall be kept confidential, to the extent permitted by law. Within five (5) business days, the Panel shall submit to the parties a written decision, with accompanying rationale, to change or sustain the disputed grade. The decision of the Panel shall be final.

7.) All proceedings will comply with the requirements of the Family Education Rights and Privacy Act of 1974, with regard to the confidentiality of student records.

8.) In the event a Panel member comes before the Panel as an involved teacher or parent, he/she shall be replaced by an alternate on the Panel during those proceedings in the instant case only.

10. Teachers who are employed with temporary authorizations in positions for which the teacher is not certified (e.g., emergency and temporary certificates, etc.) will not have any rights under this agreement where the teacher did not complete the requirements of the State of Michigan prior to the expiration date of the temporary authorization to qualify for renewal.

11. If the district secures a fully licensed replacement for a professional staff member who has been employed with temporary authorization:

a. for one year or less, the professional staff member will be placed at the bottom of the Seniority List and will be allowed to exercise voluntary transfer rights subject to the limitations expressed in Article XI, Section 6. If there are no vacancies available, the professional staff member will be laid off.

b. for more than a year, the professional staff member will be allowed to exercise voluntary transfer rights subject to the limitations expressed in Article XI, Section 6. If there are no vacancies available, the professional staff member will be laid off.

ARTICLE V

ASSOCIATION AND TEACHER RESPONSIBILITIES

1. All Association materials intended for distribution or display on any property under the management of the Board shall be identified as Association materials before display or distribution.

2. Teachers are expected to indicate to the Board as soon as possible if they do not intend to return for the coming year.

ARTICLE VI

PROFESSIONAL COMPENSATION

1. The salaries of teachers covered by this Agreement shall be set forth in Schedule A, which is attached to and incorporated in this Agreement.

2. Extra-duty assignments and other activities, which are recognized as calling for additional compensation, are set forth in Schedule B, which is attached to and incorporated in this Agreement. Teachers who accept appointment to these extra-duty assignments listed in Schedule B shall be paid according to Schedule B. Extra duty assignments do not carry tenure.

3. a. Teachers who substitute during their preparation or planning periods shall have a choice of:

   1.) being credited with a maximum of one (1) compensatory day for one full day of accumulated hours six (6) full class periods in grades 6-8 or six (6) full class periods in grades 9-12 shall equal one full comp day].

   2.) being compensated at a flat rate of $ 35.00 (Step 0 to 9) or $ 45.00 (Step 10 and above) for each full class period**.** (Approximately 60 minutes).

   Teachers who substitute for a class of approximately 30 minutes in duration shall be compensated at a flat rate of $18.00 (Step 0 to 9) or $22.00 (Step 10 and above).

   b. A compensatory day earned under this provision is not accumulative beyond the end of the school year. A compensatory day utilized under this provision must be taken prior to May 15th. Any partial or full day~~s~~ unused by May 15th, in addition to partial or full day~~s~~ earned after May 15th, shall be compensated at a flat rate of $ 35.00 (Step 0 to 9) or $ 45.00 (Step 10 and above) for each full class period.

   c. A compensatory day is used at the discretion of the teacher only as a whole day applied for at least two (2) work days prior to use; however, a compensatory day may not be taken immediately preceding or succeeding vacation or school holiday periods.

   d. At the beginning of the year, each teacher must elect to be paid in money or to be credited with compensatory time. If a teacher wishes to institute a change, this must be done on or before the first working day of the month.

4. <u>Added Classes</u>

   a. If a teacher in grades 6 (if the rotation class schedules remain in place), 7 and 8 accepts an assignment to an added class, he/she shall be compensated for such an assignment at the rate of one sixth (1/6) of her/his Schedule A salary.

b. If a teacher in grades 9-12 accepts an assignment to one or more added classes, he/she shall be compensated for such (an) assignment(s) at the rate of one-sixth (1/6) of her/his Schedule A salary for each added class.

c. In the event alternate schedule(s) are in place at grades 7-12, the Superintendent and the Association President will determine the adjusted proration for an added class.

5. The calendar for teachers covered by this Agreement shall be set forth in Schedule C, which is attached to and incorporated in this Agreement.

6. If a teacher is assigned to more than one (1) school building in any one (1) day, the Board shall reimburse the teacher at the per mile rate established by the IRS, distance as determined by the Superintendent. Payment will be made bi-annually to the teacher within forty-five (45) days after a log of the miles driven has been approved. The same rate of pay for the use of a teacher's personal automobile shall prevail, if the teacher is required to furnish her/his own transportation to any conference or meeting previously approved for payment of mileage by the Superintendent.

7. On a yearly basis each teacher shall choose to receive her/his Schedule A salary in equal bi-weekly pay periods

   Payroll will be distributed through either direct deposit or a debit card at the option of the teacher.

8. Teachers authorized to work additional days before or after the normal school year calendar will be compensated at the per diem rate on a pro rata basis based upon their Schedule A salary for each full day of work, or with prior administrator/ teacher agreement, will receive compensatory time at the rate specified in Article VI, Section 3, for some portion of the compensation. This compensation will be for the performance of duties related to their professional certification and teaching assignment with the school system and not provided for specifically in the Schedule B list.

9. K-12 teachers who volunteer to attend in-house Professional Staff Development activities after the regular working day will be paid at the Non Instructional Rate set forth in Schedule B. A session may exceed three (3) hours only by the length of a provided meal. The aforementioned rates will not be paid for professional development and in-service requirements established by the State of Michigan.

10. Notwithstanding any other provision of this Agreement, time spent by probationary and tenured staff in the following areas will not require additional compensation:

    a. The time spent by probationary teachers with mentors or in the fulfillment of individualized development plans, nor

    b. The time spent by probationary teachers in fulfilling professional development requirements.

11. Upon written application to the Superintendent, a teacher may be approved for

graduate tuition reimbursement based on the following criteria:

a. The teacher must possess a Master's Degree.

b. The graduate course must pertain to the teacher's current teaching assignment.

c. Each teacher shall be limited to tuition reimbursement for a maximum of three (3) graduate credit hours per school year.

d. The Superintendent can reject an application for any reason and the Superintendent will determine the amount to be reimbursed.

e. The decisions of the Superintendent shall not be subject to the grievance procedure.

12. Any tenured teacher who is retiring under the provisions of the Michigan Public School Employees Retirement System will receive one thousand dollars ($1,000) for submitting an early resignation provided:

    a. the teacher submits a letter of resignation to the Superintendent's Office by March 1 and

    b. the effective date on the letter of resignation is the end of the last teacher work day in the fiscal year.

13. Teachers with at least 10 years of service to the district will be paid $40 per day for each accumulated deductible leave day, up to a maximum of 190 days, upon retirement or voluntary resignation provided that their effective date on the letter of resignation is the end of the last teacher work day in the fiscal year.

ARTICLE VII

LEAVE DAYS

1. DEDUCTIBLE LEAVE DAYS

Eleven (11) Deductible Leave Days shall be credited yearly in advance to full-time teachers who are continuing their employment with the Ionia Public Schools. For all other teachers, Deductible Leave Days shall be granted on a pro rata basis. Deductible Leave Days for an individual teacher may accumulate to a maximum of one hundred ninety (190). Deductible Leave Days may be used for Personal Illness, Disability, Maternity Conditions, and other purposes, as further defined in Subsection c. below.

a. Definitions

1.) PERSONAL ILLNESS is defined as personal illness of the teacher.

2.) DISABILITY is defined as a condition rendering the teacher unable to perform her/his contractual duties. Time loss under this provision shall not be compensated by the Board for disabilities incurred while engaged in criminal activities. In those situations, which are legally compensable by another employer, the Board will pay the difference, if any, between that compensation and the teacher's regular salary for the length of leave time for which he/she is eligible under this Article.

3.) MATERNITY CONDITIONS will be subject to the same benefits and limitations as other disability or personal illness provisions.

b. Verifications

1.) Absences attributed to personal illness or disability in excess of five (5) consecutive working days may require a statement from a physician relative to the affliction he/she treated and the likely date of recommended return to work.

2.) In cases of prolonged illness or disability or using more than eleven (11) leave days in a school year, the Board may direct a teacher to be examined by a medical doctor of the Board's choice to determine if the illness or disability is valid.

c. Additional uses: Deductible Leave Days may be used for the following reasons:

1.) PERSONAL LEAVE DAYS A teacher may use a maximum of five (5) Personal Leave Days per year for any purpose at the discretion of the teacher.

a. A Personal Leave Day may be used for any purpose at the discretion of the teacher. Except with prior Superintendent approval (Personal Leave Day Request for Exceptional Circumstances form attached, to be submitted a minimum of 5 business days prior to date of requested leave), a personal

day may not be used in the following situations: the day before or after any holiday and/or the day before or after any vacation day and/or any day not scheduled as a full day of student attendance, or to use more than three personal days consecutively. A teacher planning to use a Personal Leave Day shall notify her/his principal/supervisor at least two (2) business days in advance except in cases of emergency.

2.) DEATH IN THE FAMILY Death in the family means the death of the parent, spouse, parent of spouse, brother, sister, child, grandparent, grandchild, or any dependent in the immediate household of the teacher.

3.) FAMILY ILLNESS Family illness means the illness of the parent, spouse, child, or any dependent in the immediate household of the teacher.

4.) FUNERAL ATTENDANCE Providing arrangements are made with the Superintendent, a maximum of three (3) Deductible Leave Days per death may be used by the teacher to attend the funeral of a person whose relationship to the teacher impacts said teacher.

5). COURT APPEARANCES (ALSO SEE SECTION 2-A) Teachers who have used their personal business days may use deductible leave days for a court appearance in a civil action unrelated to their employment or to the Ionia Public Schools. Teachers who are subpoenaed and are not the defendant in a criminal action may also use deductible leave days for a court appearance.

d. Deductible Leave Day Incentive: If a teacher uses less than five (5) Deductible Leave Days in a school year, then the teacher will receive a $500 stipend.

2. NONDEDUCTIBLE LEAVE DAYS

a. JURY DUTY OR COURT APPEARANCE If a teacher is absent because of jury duty or any appearance in court which is connected with or arises out of her/his position as a teacher in this school district, he/she shall be granted Nondeductible Leave. Any compensation received for jury duty or court appearance shall be given over to the school district within five (5) days of receipt of such compensation by the teacher. Failure to give to the district such compensation

shall be just cause for deducting from any salary due the teacher the pro rata portion of her/his contract salary for the time absent from her/his teaching duties.

b. CONFERENCES AND WORKSHOPS A teacher who has been authorized under policies established by the Board or Superintendent to attend conferences or workshops shall be granted Nondeductible Leave.

c. BARGAINING UNIT LEAVE DAYS

1.) Nondeductible Leave shall be granted for the benefit of the bargaining unit, regardless of Association membership. The total of such days granted to all

teachers so designated shall not exceed thirteen (13) days per school year. At least two (2) business days' notice must be made in writing to the Superintendent. The Association shall reimburse the District for the cost of the substitutes after six leave days have been used under this provision.

2.) As designated by the Association President, a teacher shall be granted Nondeductible Leave upon advance notification to the Superintendent by the Association President. The total of such days granted to all teachers under this paragraph shall not exceed twelve (12) days per school year. At least two (2) business days' notice must be made in writing to the Superintendent. The Association shall reimburse the District for the cost of the substitutes after six leave days have been used under this provision.

3. UNCOMPENSATED LEAVE

a. SHORT-TERM PERSONAL LEAVE Upon submitting a written request in advance to the Superintendent, any teacher may be granted an Uncompensated Leave of less than ninety (90) work days for the number of contractual days specified in the request. Reasons for the Uncompensated Leave shall be stated in the application to the Superintendent.

b. EXTENDED PERSONAL LEAVE

1.) Upon submitting a written request in advance to the Superintendent, any teacher may be granted an Uncompensated Leave of ninety (90) to one hundred eighty (180) work days. Reasons for the Uncompensated Leave and the anticipated duration of the leave shall be stated in the application to the Superintendent. Under this provision, consideration will be given for Uncompensated Leave for the purpose of exploring an alternative career and to pursue graduate level education program credits.

2.) At least thirty (30) calendar days prior to the expiration date of the Extended Personal Leave, the teacher must give written notice by certified mail of intent to return to her/his position. Failure to give such timely notice shall be deemed a voluntary resignation.

A professional staff member providing such timely notice shall be returned to the same position or another professional staff member position for which he/she is qualified, subject to possible restrictions elsewhere in the Agreement.

A teacher providing such timely notice shall be returned to a position in the bargaining unit.

3.) It is expressly understood that seniority shall not accrue and increment shall not be granted while on an Extended Personal Leave under this provision.

4. PROLONGED PERSONAL ILLNESS OR DISABILITY BANK

To afford the maximum protection against a prolonged illness or disability of a teacher, a Prolonged Personal Illness or Disability Bank, hereinafter called the "Sick Leave Bank," shall be maintained for all teachers represented by the Association. A Prolonged Illness or Disability is defined as one involving ten (10) or more consecutive work days. Each teacher covered by this Agreement shall participate as follows:

a. A newly employed teacher shall contribute one (1) Deductible Leave Day to the Sick Leave Bank from her/his first allowance of Deductible Leave Days.

b. When the number of Deductible Leave Days in the Sick Leave Bank falls below one hundred (100), the Superintendent shall assess each teacher one (1) day of her/his accumulated Deductible Leave Days for the purpose of replenishing the Sick Leave Bank.

c. Use of Deductible Leave Days from the Sick Leave Bank for a prolonged illness or disability shall commence, following approval, when the teacher's accumulated Deductible Leave Days have dropped to two (2) days. To obtain Sick Leave Bank days, a written request must be submitted to the Superintendent. (See the attached Application for IEA Sick Leave Bank Days Form)

d. A maximum of fifty (50) days may be granted from the Sick Leave Bank per written request, with a total not to exceed one hundred eighty (180) days per teacher within any three (3) consecutive school year period.

e. A Sick Leave Bank Appeal Board is hereby created, which consists of two (2) members chosen by the Association and two (2) designated by the Board, one of whom shall be the Superintendent, who shall serve as chairperson.

f. Sick Leave Bank days shall be granted upon written request of the teacher (See the attached Application for IEA Sick Leave Bank Days Form) unless denied by the Sick Leave Bank Appeal Board.

g. The Appeal Board shall meet upon request of any Appeal Board member for the purpose of considering a denial of Deductible Leave Days from the Sick Leave Bank.

1.) Any denial of days shall be based upon medical or other appropriate professional information. The Appeal Board may direct an applicant to seek a second opinion. It shall require two (2) votes of the Appeal Board to direct the teacher to obtain a second or third opinion. Only in the instance where the applicant's doctor's opinion differs from the second opinion will a third opinion be directed. Where a third opinion is directed, the third opinion will be the determining opinion. The Appeal Board will confer as necessary and determine the source for obtaining the second and/or third opinions.

2.) The cost of the second and/or third opinion exams not covered by the teacher's insurance will be the responsibility of the teacher, unless the second or third opinion concurs with the teacher's original doctor's opinion. In that case, the Board will reimburse the teacher for any out-of-pocket cost for the second or third opinion.

3.) If a second or third opinion is required, Sick Leave Bank days will not be granted until a final determination can be reached. If approved, payments will be made retroactive.

All decisions of the Appeal Board shall be final, and no grievance or other protest on account of such decisions shall be permitted during the term of this Agreement.

h. A teacher withdrawing Deductible Leave Days from the Bank shall be required to replace these days, in addition to the provisions of Article VII, Section 4, Subsections a. and b. above. The withdrawn days will be repaid at a rate of three (3) per year from the teacher's first allowance of the following school years until all days have been repaid.

5. For each personal leave or conference day the teacher must seek approval on a form provided by the principal/supervisor.

ARTICLE VIII

TEACHING HOURS

1. It is recognized that the responsibilities of a teacher may entail duties other than those performed in the school building during regular school hours. During the teacher work day, he/she shall remain in the building(s) to which he/she is assigned unless permission is given by the building principal to leave. The normal school day consists of no more than seven (7) hours and ten (10) minutes per day, including lunch, and is divided into periods of:

a. Instruction, which usually includes:

1.) the direct classroom instruction of pupils,

2.) the supervision of student projects and programs during regular instruction time,

3.) the supervision of students in their classrooms or elsewhere during the usual work day, when teachers are directly responsible for the safe conduct and behavior of such students. An exception to the supervision responsibilities would include provision for taking care of needs which arise unexpectedly and are of a crisis nature (illness, use of rest room, etc.), providing a reasonable effort is made to arrange for suitable alternative supervision.

b. Conference and Preparation Services, which may include lesson planning; pupil, parent, and professional conferences; preparing tests; maintaining records; correcting papers and tests; previewing instructional materials; mentoring; and curriculum writing. Exception to the use of this time will require the approval of the building principal or Superintendent.

2. Meetings

a.) By September 15, the building principal and her/his staff shall determine the normal meeting time and day which may be used for meetings to consider issues related to the instructional program. There will typically be three (3) meetings scheduled per month, with an option to have a fourth meeting if the need arises, as determined by the building principal. A change of the normal meeting time and day, if mutually agreed upon by the principal and staff, will require an advanced notice of four (4) working days. These meetings shall last no longer than a total of thirty-seven (37) hours per school year for grades 6 through 12 and no longer than a total of thirty-one (31) hours per school year for grades K through 5. The building principal and the staff shall decide to meet before or after the normal student day. Individual buildings will not hold meetings during their respective parent teacher conference, high school graduation, or welcome night weeks

b.) Emergency Meetings Emergency meetings may be called by the building principal at any time subject to two (2) limitations:

1.) must be of a crisis nature and

2.) should not exceed twenty (20) minutes in length preceding school or following school dismissal, unless unusual circumstances warrant.

c.) Evening Meeting and Special Events Teachers may be required to attend one (1) event scheduled for up to three (3) hours in addition to the Parent-Teacher conferences listed on Schedule C.

d.) Participation in staff meetings is a professional expectation. However, it is understood that extenuating circumstances may arise that prevent a staff member from attending a meeting. In the event that a teacher is unable to attend a staff meeting they should communicate prior to the absence, except in emergency situations. The teacher will either take a ½ day deductible leave day or schedule a time with the building administrator to make up the missed time and obtain the information prior to the next scheduled staff meeting. Up to 2 meetings are eligible to be made up under this provision. Missed meetings of 3 or more will result in a ½ day deductible leave day deduction per missed meeting unless there is an emergency. Teachers may be allowed to participate virtually with prior approval of the building administrator. Grievances under this provision are only allowed up to the IPS Superintendent level.

3. Classrooms

a. Grades K-5

1.) Each elementary classroom teacher shall provide not more than six hours and 25 minutes of instruction each day. The time involved, while her/his pupils are scheduled to receive instruction or supervision from another teacher, will be used for conference and preparation purposes. Elementary teachers shall receive not less than two hundred and seventy minutes (270) per five (5) day week through a combination of recess and specials time. Teachers will receive compensation for supervised recess at the non-instructional rate. Open supervision times will be assigned by the building principal on a rotational basis at the beginning of the semester to ensure adequate supervision and safety. Planning time is not guaranteed on shortened days or days in which the normal daily schedule is not followed, though reasonable accommodations will be made to provide planning time. Elementary teachers who do not receive a minimum of four and one half (4) hours of preparation shall qualify for the compensation described in Article VI, Section 3.

Recess schedules will be determined by building principals at the beginning of each school year.

2.) The administration shall make a maximum effort to obtain substitute teachers for absent curriculum specialists who teach a complete class. When such a substitute cannot be obtained, the classroom teacher shall be responsible for the supervision of these students and shall qualify for the compensation described in Article VI, Section 3, sub section a2, only when a minimum of two and one-half hours of preparation time is not received during the week.

3.) Should a reduction in personnel result in the elimination of the position of one or more curriculum specialists (teachers of elementary art, physical education, and/or vocal music), no K-5 classroom teacher who, as a result of this reduction, has lost conference and preparation time formerly provided by a curriculum specialist, as specified in subsections 1.) and 2.) above, shall be eligible for this compensation. Under such circumstances, the K-5 classroom teacher will not be considered as substituting for a laid-off teacher. Nothing stated herein shall in any way increase the teaching hours stipulated within this Article.

4.) Lunch time shall consist of at least a thirty (30) minute duty-free period.

5.) Elementary teachers shall be at their buildings of assignment ten (10) minutes before the school day for students is scheduled to begin and shall remain five (5) minutes after the school day for students ends. Teachers shall be in their classrooms five (5) minutes before the student schedule begins.

b. Grades 6, 7 & 8

1.) Teachers in grades 6,7,8 shall provide no more than five (5) class periods of instruction and Hero Academy each day and shall have a preparation period the length of one (1) class period in a six hours and 55 minutes continuous clock hour day including lunch.

2.) Lunch time shall consist of at least a thirty (30) minute duty-free period.

3.) Teachers shall be at their classrooms ten (10) minutes before the student schedule begins and shall remain in their building five (5) minutes after the school day for students ends.

4.) In the event that a reduction in personnel results in the elimination of the position of the "exploratory" teacher, the sixth grade teachers' day will be the same as the K-5 teachers' day described in Article VIII, Section 3.a.1

c. Grades 9-12

1.) Teachers in grades 9-12 shall provide not more than five hours and 25 minutes of instruction each day and shall have a conference and preparation period of one (1) class period within a six hour and 55 minutes continuous clock hour day including lunch.

2.) Lunch time shall consist of at least a thirty (30) minute duty-free period.

3.) Teachers shall be at their classrooms ten (10) minutes before the student schedule begins and shall remain in their building five (5) minutes after the school day for students ends.

e. The normal day for all other teachers shall be substantially the same as for a classroom teacher.

4. Teachers will not be required to come to school or remain at school whenever an official announcement is made that their school is to be closed to students for emergency reasons. The work week will be reduced whenever school is closed for emergency reasons.

5. In establishing or changing the beginning and the end of a student day for an extended period, the Superintendent and the Association President shall confer and attempt to reach mutual agreement before recommendations are made to the Board.

6. The Superintendent or her/his designee shall meet with all building administrators and all traveling teachers before the end of the school year for the purpose of establishing teaching schedules for traveling teachers in the coming year.

7. The Board and the Association agree that there is a need for teacher involvement in research, planning, meeting with parents, material gathering, consultation with various

specialists, and other activities. The Board further agrees that many of these activities can only or better be carried on in home offices, libraries, universities, intermediate offices, and other locations off school premises. Accordingly, the Board agrees that teachers are responsible for their own schedules and that they will not be restricted to specific sites for scheduled professional assignments for more than thirty-six (36) hours and twenty-five (25) minutes per week, which shall include the previously described duty-free lunch period, except provisions identified in Article 8(2)(b) and (c) and Parent Teacher Conferences.

8. If the State of Michigan changes or modifies the requirement of instructional hours, the Superintendent and Association President shall determine the number of instructional hour(s) to be added at each level to assure compliance.

ARTICLE IX

DEPARTMENT CHAIRS

Any position of department chairperson shall be defined as a teaching position, unless such appointment requires more than one-half (1/2) of the teacher's usual work day for duties related to the direct supervision of other teachers. Departments in the secondary schools may be created by the Superintendent, based upon recommendations from the building principals, and the duties of chairpersons of these departments shall be as recommended by the building principals and approved by the Superintendent. However, under no circumstances shall a department chairperson evaluate, observe, or supervise another teacher, unless such action is requested by the teacher. If a teacher accepts appointment to the position of department chairperson, he/she shall be compensated according to Schedule B.

ARTICLE X

TEACHING CONDITIONS

1. Non-teaching (clerical) duties not directly related to the teaching processes shall be kept to a minimum. Clerical help will be available in each building to assist teachers with instruction-related clerical tasks. .

2. Students with Disabilities

   a. No teacher shall be required to instruct, assist, or consult with a student with a disability in an educational setting which is in violation of any requirements or regulations as set forth in the current Special Education Code, PA 451 of 1976, Revised Rules and Regulations 1987.

   b. At the request of any involved teacher, there shall be a face to face conference between that teacher and the special education teacher in order to supply the requesting teacher with the necessary student information.

c. Should a classroom teacher feel that the integration of a student is inappropriate, the program supervisor and the building principals shall consult with the teacher and the special education teacher.

d. Any involved teacher who feels that a student's IEPC Plan is inappropriate has the right to call for an additional IEPC meeting for the purpose of reviewing the plan.

e. All meetings held relative to Article X, Section 2 (b) through (d) above shall be scheduled during the normal teaching day whenever possible. If the meeting is outside of the teacher work day, teachers may seek compensation at the non-instructional rate listed in Schedule B**.**

f. No teacher will be directly or indirectly discriminated or retaliated against by the Board or any agent or representative thereof, due in any way to the teacher having:

1.) filed a complaint under Part 8 of the Michigan Special Education Rules or with the Office of Civil Rights (OCR), U.S. Department of Education; or

2.) asserted her/his rights or those of a handicapped/non-handicapped student as provided for in this Article or by law.

3. Except on a voluntary basis, no general education teacher shall be required to provide medical care to students, except in an emergency situation. Teachers providing instructional services to students with special medical needs shall receive prior training on processes and/or procedures to follow in the event that an emergency arises related to the student's medical condition. Teachers will not be expected to assist a student with toileting without the presence of an additional staff member.

4. <u>Aid Time</u>

a. Paraprofessional support will be assigned per building as described below to support elementary teachers with larger class sizes. Boyce: 2 hours, Emerson: 0.5 hours, Jefferson: 2 hours, Rather: 3 hours, Twin Rivers 0.5 hours.

b. To supplement the aid time described above, the formula (e) expressed below shall be applied when applicable. Eligibility for aid time shall be calculated on a daily basis. Aid time shall be assigned on a pro-rated basis.

1.) A teacher with (a) mainstreamed student(s) for one hundred and twenty (120) minutes per day, Full Time Equivalency (F.T.E.), shall receive, upon written request to the building principal, forty-five (45) minutes of aid time, if the total number of regular education students exceeds twenty-seven (27) students in grades K-2 or twenty-eight (28) students in grades 3-6. For each additional sixty (60) minutes F.T.E., the teacher shall receive thirty (30) minutes of additional aid time.

2.) A teacher with (a) mainstreamed student(s) for one hundred and twenty (120) minutes per day, Full Time Equivalency (F.T.E.), shall receive, upon written

request to the building principal, thirty (30) minutes of aid time if the total number of regular education students is twenty-five through twenty-seven (25-27) students in grades K-2 or twenty-six through twenty-eight (26-28) students in grades 3-6. For each additional sixty (60) minutes F.T.E., the teacher shall receive fifteen (15) minutes of additional aid time.

5. Preparations

a. In the secondary grades, no teacher shall be assigned more than four (4) preparations at any one time. A teaching preparation is defined as each course having a different text and/or title, or each course having the same title and using the same text but offered to classes of differing ability and/or achievement levels. For teachers assigned to Alternative Education, Edgenuity (E 2020) and Guided Academics will not count as part of the total number of preparations.

b. Upon written notification to the Association, teachers may, at their option, consent in writing to a schedule necessitating more than four (4) preparations. Refusal to consent shall in nowise enter into, in whole or in part, any evaluation of a teacher.

6. Class size

The Board, Administration, and Teachers recognize that class size and pupil-teacher ratios are important considerations for instruction and maintenance of an optimal learning environment for children.

a. Class size limits

Kinderstart – 20

Kindergarten – 2nd Grade – 26

3rd Grade - 5th Grade – 28

6th Grade – 8th Grade – 30 (Not including PE, Choir, Band)

9th Grade – 12th Grade – 32 (Not including PE, Choir, Band)

Kinderstart through 6th grade students must spend a minimum of ½ the day in the classroom to be counted in the class size definition.

b. If a teacher's class size exceeds the limits for more than ½ the semester additional compensation shall be paid at the end of each semester as follows:

Grades Kinderstart – 6 - $500 per semester

Grades 7 – 12 - $100 per class period per semester

Teachers shall submit evidence of class size at the end of each semester for reimbursement with a final deadline of June 15th each year.

7. In the secondary grades, classes in which the use of machinery and equipment is a necessary part of instruction (e.g., shop classes, science classes, computer/technology-based classes) shall be limited to enrollments consistent with the number of teaching stations which can be safely and reasonably created, as determined by the building principal, after input from the teacher(s) involved. The decision shall be revisited if a teacher identifies a change in machinery and/or equipment.

8. Teachers shall be encouraged to serve on Curriculum Study Committees, whose function is to study, evaluate, and make recommendations to the Superintendent on all phases of curriculum, including in-service education. These committees consist of teachers and administrators. The Curriculum Director shall be responsible for the calling and scheduling of the regular meetings of all curriculum committees; but special meetings of these committees may be called by their chairpersons.

9. The Board shall provide reserved parking for teachers. Student cars shall be prohibited from these areas during the school day. The Board shall make an equitable financial settlement, not to exceed $1000 per incident, for damage, due to vandalism or theft, of teachers' locked legally insured vehicles and personal property contained therein while on school property, while conducting school business, unless such loss is covered by insurance or reimbursed through other sources.

10. When a teacher notifies the principal or Superintendent in writing of a possible health or safety hazard, the administration shall endeavor to remedy the situation.

11. If there are any problems regarding special education students which cannot be resolved at the building level, the Superintendent or her/his designee shall be notified and shall meet with the affected parties to resolve the problems.

12. All probationary teachers or teachers under an IDP shall submit lesson plans that include, at a minimum, the date, learning target, benchmark (standard), instructional method(s), and success criteria. The format of the lesson plan will be at the teacher's discretion. At the end of the probationary period, teachers will continue to create lesson plans but will only need to produce written lesson plans upon demand.

ARTICLE XI

VACANCIES AND TRANSFERS

Decisions about placement, under Revised School Code Section 1249, will be made as stated below. The parties agree that the procedures constitute clear and transparent procedures as required under Revised School Code Section 1248.

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

    a. Staffing the curriculum with the most effective and qualified Teachers to instruct the applicable courses, grades, and school schedule.

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

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

    d. Classroom Teachers must be qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including the following items:

        1. Previous Effectiveness ratings, including each domain of the evaluation tool
        2. The teachers disciplinary record
        3. The teacher's attendance record
        4. 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
        5. The teacher's length of service in a grade level or service area

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

    f. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that

petition to the Superintendent's office.

g. The Superintendent or designee has discretion to involuntarily transfer a teacher into a position for which they are certified or qualified for a reason that is not arbitrary or capricious.

h. Internal Posting Teachers will be notified of new vacancies by: a. E-mail to their school e-mail address. b. Posting of the vacancy on the district web page. Teachers will have until 3:00 p.m. on the fifth business day after the e-mail notice and posting on the web page to respond in writing or by e-mail to Associate Superintendent of their interest in the vacancy.

i. An IEA representative may request a meeting with the district to discuss implications, options, and factors considered on a given hire.

j. Decisions under this article shall only be grievable up to the IPS Superintendent level.

ARTICLE XII

LAYOFF AND RECALL PROCEDURES AND SENIORITY

1. Decisions about layoff/recall of a teacher will be made pursuant to Board Policy 3131, and shall only be grievable up to the IPS Superintendent level. The parties agree that the procedures established constitute clear and transparent procedures as required under Revised School Code Section 1248.

2. Recalled teachers shall be entitled to all leave benefits accrued prior to the layoff as provided in this Agreement.

3. Administrators shall be encouraged to utilize laid-off teachers as substitutes, where practicable.

4. Changes in a licensure while on layoff shall be recognized during recall from layoff status. It is the teacher's responsibility to notify the Board of any changes in licensure which may affect positions for which he/she is qualified.

5. Seniority

   a. For the purpose of implementing this Article, seniority shall be defined as the number of years of full-time or full-time equated experience as a member of the Association.

   b. A teacher shall lose seniority rights if he/she is discharged, retires, or resigns from this school district.

6. Seniority Drawing

   a. Beginning with the 2002-2003 school year, when more than one teacher has the same amount of seniority, the ties will be broken by using the last four digits of the teachers' Social Security numbers with the highest number being placed first. Those teachers employed under the temporary authorization provisions (Article IV, Section 10) will be placed at the bottom of the list for that year.

   b. After positions have been established according to Article XII, Section 11. a., all persons new to a step shall go to the least senior positions at that step.

   c. When two (2) or more people return to the same step, the procedure described in Article XII, Section 11 a. shall be used to determine their seniority positions.

7. By October 1 of each school year, the Board shall deliver to the Association a Seniority List of all teachers on the staff, including all areas of their respective certification.

8. Any teachers who become administrators shall, upon return to a teaching position, retain all of the rights and privileges, including seniority credit, that they had previously attained as Association members.

9. A teacher shall retain seniority rights while on layoff, accumulated as of the effective date of layoff.

10. Seniority shall not accrue during any unpaid leave of a semester or more in length.

ARTICLE XIII

EVALUATION OF EMPLOYEES IN

PROFESSIONAL STAFF MEMBER POSITIONS

1. Professional staff member performance shall be evaluated in light of all evidence pertinent to the discharge of the professional staff member's professional responsibilities and her/his exercise of professional judgment.

2. All monitoring or observation of the work performance of a professional staff member will be conducted openly and with full knowledge of the professional staff member. Professional staff members will have the right to discuss such observation reports and evaluations with their evaluators.

3. First and second year probationary professional staff members and probationary professional staff members with an unsatisfactory rating in the previous year, shall be evaluated in writing at least two (2) times a year, and the written report shall be distributed as described below before the following dates: December 1 and April 1. Except as may be required above, third and fourth year probationary professional staff member shall be evaluated at least once per year with the written report distributed before April 1.

Distribution of the written evaluation reports shall be: original to the professional staff member's personnel file, a copy to the Superintendent, a copy to the professional staff member, a copy to the building principal, and a copy to the Association President, if the professional staff member requests in writing that the Association is to receive a copy.

To the extent afforded by law, the above timelines and number of evaluations will be waived in the instance of probationary professional staff members who are absent due to a prolonged illness or disability or who were hired after October 1 of the current school year.

4. Professional staff members who have completed the probationary period shall be evaluated in writing at least once every three (3) years not later than May 15. The original shall be placed in the professional staff member's personnel file, a copy shall be given to the professional staff member, a copy may be retained by the building principal, and if requested in writing by the professional staff member, a copy will be furnished to the Association President.

   A professional staff member serving more than one (1) building shall receive a preliminary evaluation by each principal in whose building he/she provides professional staff member services, and an official summary evaluation, completed by an assigned evaluator, which shall be placed in the professional staff member's personnel file.

5. Any adverse evaluation of a professional staff member's performance asserted by the Board or any agent or representative thereof will be subject to the grievance procedure hereinafter set forth. All evaluations shall be reduced to writing and a copy given to the professional staff member within ten (10) working days of the last observation to be considered in the evaluation. A professional staff member may submit written comments concerning her/his evaluation, which shall be attached to the file copy of the evaluation.

6. Any complaints regarding a professional staff member made to the Board or an administrator, which will be considered in the evaluation of a professional staff member, will be promptly called to her/his attention.

ARTICLE XIV

PROTECTION OF TEACHERS

1. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Each teacher, however, bears the primary responsibility for maintaining proper control and discipline in the classroom.

2. The teachers recognize that all disciplinary actions and methods involved by them shall be reasonable and just.

3. Any assault or threatened assault upon a teacher resulting from her/his position as a teacher shall be promptly reported to the building principal by the teacher or her/his representative.

So long as the teacher was not at fault, the Board shall provide legal counsel, if requested by the teacher, to advise the teacher of her/his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in handling the incident by law enforcement and judicial authorities, unless such counsel and assistance is provided through the Association.

4. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher, acting in the line of duty and in keeping with District policies and practices, against a student, the Board shall provide legal counsel and render all reasonable assistance to the teacher in her/his defense, unless such counsel and assistance is provided through the Association.

5. Time lost by a teacher in connection with any incident mentioned in this Article, not compensable under Worker's Compensation, shall not be charged against the teacher, unless he/she is found to be at fault. When Worker's Compensation is paid, the Board shall pay the difference between that sum and the teacher's regular salary, but not to exceed the current year's contract. No deduction of Leave Time shall be made under these circumstances.

6. In case of an assault by a student or students on a teacher acting in the line of duty, or other action taken by or against a teacher in the line of duty, causing damage to the teacher's personal property, including clothing, the Board shall make an equitable financial settlement for such loss with the teacher involved, unless such loss is covered by insurance, or reimbursement is obtained by other sources. Reimbursement for any single loss shall not exceed $250.

ARTICLE XV

STAFF DISCIPLINE

Whenever it becomes necessary to discipline a member of the staff who is covered under the Teacher Tenure Act, the Superintendent shall utilize the following principles and procedures.

A teacher may only be discharged, demoted or otherwise disciplined for a reason that is not arbitrary or capricious. In all instances, discipline, discharge and demotion shall occur in accordance with the statutory requirements under the Teacher Tenure Act and the Revised School Code.

The administrator/Superintendent shall conduct an investigation of any alleged act or omission by a teacher that could result in disciplinary action. The teacher shall be provided with oral or written notice of the issue or incident being investigated. The investigation shall include, at a minimum, interviews of appropriate persons and a meeting with the subject teacher and, if requested or if required by the bargaining agreement, his/her designated representative (either another employee or a union representative if part of a bargaining unit) to allow the teacher an opportunity to respond to the complaint. Prior notice of this meeting shall be provided to the teacher for any discipline that may result in a suspension or loss of pay. The meeting shall not proceed without the teacher's designated representative; however, the meeting shall not be unduly delayed to secure the attendance of the teacher's preferred representative. The District may substitute another representative from the union to timely process the investigation.

After completion of the investigation, if discipline is to be imposed, the teacher shall receive written notice of the discipline and this notice shall also be placed in the teacher's file.

Discipline may include, but is not limited to:

A. written warning;

B. written reprimand;

C. suspension (paid or unpaid);

D. discharge

E. financial penalty in accordance with Michigan law.

The District does not have to apply discipline in a progressive manner, but, rather, may impose discipline consistent with the seriousness of the teacher's conduct, as determined by the District. Additionally, nothing in this policy limits the District's right to take other appropriate action, such as placing a teacher on administrative leave during the pendency of an investigation or issuing a counseling memorandum, which is considered instructional, not disciplinary.

If it appears that disciplinary action beyond written reprimand may be necessary, the administrator should contact the Superintendent to discuss the disciplinary action that is to be taken.

Any disciplinary action that is not subject to Board review as described below may be submitted to the Superintendent for review within five (5) work days of the teacher's receipt of the written confirmation. The Superintendent is not required to conduct an independent investigation. S/He shall meet with the administrator who issued the discipline and with the teacher and his/her designated representative, if requested. The Superintendent may affirm, revise or reject any disciplinary action taken against a teacher and his/her decision is final.

The following disciplinary actions may only be imposed in adherence with the requirements of the Teacher Tenure Act:

A. discharge of a tenured or probationary teacher;

B. demotion of a tenured teacher (which includes suspension for fifteen (15) or more consecutive days without pay or a reduction in compensation by more than equivalent of thirty (30) days compensation in one (1) school year);

C. non-renewal of a probationary teacher.

Removal of materials. Except as provided below, materials reflecting written disciplinary action may be removed from an employee's active personnel file after three (3) years, upon written request of the employee to the Superintendent, provided there have been no further disciplinary events of any kind during the three-year period. If removed, documents will then be moved from the employee's active personnel file into an archived file. The archived files may be utilized in cases of potential discharge.

Exceptions are as follows:
a. These provisions shall not apply to disciplinary action of a written warning or higher for theft, willful misrepresentation, conduct threatening or endangering the safety of others in the workplace, or discrimination, harassment or assault/violence (as defined by law) against another person.
b. Verbal warnings will not be placed in the HR Personnel file.

Any matter involving staff discipline shall only be subject to the grievance procedure up to the IPS Superintendent level.

ARTICLE XVI

NEGOTIATION PROCEDURES

1. By June 1, prior to the expiration of this Agreement, the parties shall begin negotiations for a new Agreement covering wages, hours, and terms and conditions of employment of teachers employed by the Board. Upon mutual agreement any Article may be opened for negotiations at any time.

2. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and by a majority of a quorum of the Association; but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and to make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

ARTICLE XVII

INFORMAL CONFERENCES

1. The Superintendent and such other Board representatives as the Board or the Superintendent may designate will meet informally, upon request of either party to the other in writing, on such days and at such times as may be mutually agreed upon with representatives of the Association for the purpose of discussing problems of mutual concern.

2. These informal discussions shall simply involve mutual exchange of suggestions and ideas and shall in no sense be considered negotiations. The sole purpose of these conferences is to provide communication between the Board and the Association to gain insights and better understandings between the parties and to promote closer cooperation in all relationships concerning this Agreement.

ARTICLE XVIII

INSURANCE

1. To the extent allowable by law or regulation, upon proper application and acceptance for enrollment by the appropriate insurance underwriter, and/or carrier, the Board shall make payments for health insurance coverage for all eligible Employees (those not taking cash-in-lieu) and their eligible dependents toward the medical benefit plan costs for the insurance plan(s) listed below in the following monthly amounts:

Effective January 1, 2024 – December 31, 2024:
Single $7,702.85
2 Person $16,109.06
Family $21,007.83

Effective January 1, 2025 – December 31, 2025:
Single $7,718.26
2 Person $16,141.28
Family $21,049.85

Effective January 1, 2026 – December 31, 2026: The hard cap rates established by MCL 15.1563, as last amended by 2018 PA 477 for plan years beginning on or after January 1, 2026, or 5% whichever is less.

Effective January 1, 2027 – December 31, 2027: The hard cap rates established by MCL 15.1563, as last amended by 2018 PA 477 for plan years beginning on or after January 1, 2027, or 5% whichever is less.

The plan(s) shall be:

Medical plan package – Employees shall choose one (1) of the following Health Plans (Per Quote 347106):

MESSA Choices, 3-Tier Rx with Mandatory Mail with $500/$1000 Deductible
MESSA Choices, Saver Rx with $1000/$2000 Deductible
ABC Plan 1, ABC Mandatory Mail with $$1,600/$3,200Deductible
ABC Plan 2, ABC Rx with $2000/$4000 Deductible

Effective January 1, 2025, Medical plan options will be as follows:

MESSA Choices, 3-Tier Rx with Mandatory Mail with $500/$1000 Deductible (AQ)
MESSA Choices, Saver Rx with $1000/$2000 Deductible with 10% Coinsurance (8M)
ABC Plan 2, ABC Rx with $2,000/$4,000 Deductible with 0% Coinsurance
ABC Plan 2, 3-Tier Rx with $2,000/$4,000 Deductible with 20% Coinsurance

Dental: Delta Dental 100/90/90/80 $1,500 annual max, $2,000 orthodontic maximum, adult orthodontics

Life: $10,000 MESSA Negotiated Term Life with AD & D

Vision: MESSA VSP 3 Plus P 250CL

Employees who enroll in a MESSA ABC plan with a medical premium that is less than the hard cap shall have the option to elect to have the difference between the hard cap and the medical premium deposited into their Health Equity HSA account. The amount of the employer

contribution shall be made on the second pay of January each year, subject to proration if an employee leaves prior to the end of a calendar year.

The Board shall pay One Hundred Percent (100%) of the vision, dental, AD&D, and life insurance which is attributable to the Medical plan package quote.

2. The plan(s) chosen by the Association, and listed above, shall conform to all requirements of the PPACA, Public Act 152 of 2011 (PA 152), and the IRS Code; including any requirements necessary to avoid penalties, taxes, or other liabilities for the Board. The Board, after receiving input from the Association (which shall be given within Ten [10] days of a request by the District), is specifically authorized to make any adjustments to this Article necessary to fully comply with the PPACA, PA 152, and the IRS Code, including to avoid any penalties, taxes, or other liabilities chargeable to the Board. Any such adjustments shall be the minimum necessary to comply with the PPACA, PA 152, and the IRS Code, including to avoid any penalties, taxes, or other liabilities chargeable to the Board. The Association may grieve and arbitrate whether the District made the "minimum" adjustment necessary. This is an exception to the procedures in Article XVIII. The right to grieve and arbitrate the Board's adjustment under this subsection shall survive the expiration of the collective bargaining agreement.

3. Those eligible Employees choosing to forego Medical Plans, including health insurance, shall be eligible for Ancillary benefits package, as more fully delineated below. Ancillary benefits package shall be per quote number 347106:

   Dental: Delta Dental 100/90/90/80 $1,500 annual max, $2,000 orthodontic maximum, adult orthodontics

   Life: $10,000 MESSA Negotiated Term Life with AD & D

   Vision: MESSA VSP 3 Plus P 250CL

   The Board shall pay One Hundred Percent (100%) of the vision, dental, AD&D, and life insurance which is attributable to the Ancillary benefits package quote.

4. All deductibles shall be the responsibility of the individual Employee. Any necessary amounts beyond the Board's contribution, as specified above, which are required to maintain the selected coverage(s) are the responsibility of the Employee and shall be payroll deducted or, when payroll does not cover the deduction, paid directly by the individual Employee. To the extent allowable by law or regulation, the Employee may sign an agreement authorizing that any such premium amounts be payroll deducted through the Board's Section 125 Plan. If making direct payment, the Employee shall present payment directly on the 1st of each month prior to the date at which the payment becomes due. Failure of an Employee to pay their portion of the costs shall alleviate the Board of any duty to pay insurance contributions.

5. Employees who have access to another Employee's Board funded insurance shall choose between insurance plans (if more than one option is available). One Employee will take

Board funded insurance which covers both Employees (and their dependents if applicable), while the other Employee shall not be eligible for separate Board provided health insurance, but must take Cash-in-Lieu benefits (less applicable taxes) and Ancillary benefits package. Exceptions shall be made for employees who are less than 26 years of age and who are covered by a parent's PPACA compliant insurance, but have dependents of their own. Those individuals may take the Board funded medical plan package for insurance. During open enrollment, Employees electing health care coverage will sign a statement that they are complying with this paragraph.

6. Unless otherwise noted within this Agreement, or as required by law or regulation, Employees on unpaid leave status or who have exhausted paid leave allowed under this Agreement are financially responsible for the Board's portion of insurance contributions for those days.

7. Employees who are eligible for Board paid insurance contributions may make a written waiver of that coverage and instead elect to receive cash-in-lieu of health benefits (less applicable taxes), and Ancillary benefits package.

   Effective January 1, 2024 the cash in lieu payment shall be $199.15 per month

   Effective January 1, 2025 the cash in lieu payment shall be $211.10 per month

   Effective January 1, 2026 the cash in lieu payment shall be $217.43 per month

   Effective January 1, 2027 the cash in lieu payment shall be $219.60 per month. If the per pupil funding threshold is met for the 2026-2027 school year as listed in Schedule A, an additional 1% shall be added to the cash in lieu amount effective January 1, 2027.

   All employees as a condition to receiving cash-in-lieu must first provide documentation that they otherwise receive health insurance that meets the value and coverage requirements of the Affordable Care Act.

   The Employee may direct all or a portion of the above amount to a tax-sheltered annuity approved by the Board through a separate written voluntary and elective contribution, as allowed by law or regulation.

8. Employees are hereby advised that they may have a right pursuant to Section 4438 of the Insurance Code of 1956, MCL 500.4438, to convert their life insurance policy, and that the Employee must make application to the life insurance carrier within 31 days of any termination of their employment status.

9. To the extent permitted by law or regulation, and/or insurer's policies, Board-paid insurance premium contributions shall continue as long as the Employee is in a pay status, but terminate at the end of the month during which the Employee ceases to be in a pay status, except as is otherwise provided herein, by law or regulation, or if the Employee has completed their contractual year, at which time insurance shall be paid through August 31 of the year in which they terminate their employment, so long as the employee continues to

pay their portion of the insurance coverage. Employees may continue the coverage at their own expense to the extent permitted by law or regulation.

10. The Board shall not be required to remit premiums for any insurance coverages on behalf of an Employee if enrollment or coverage is denied by the insurance underwriter, carrier, policyholder or third-party administrator.

11. The terms of any insurance contract or policy issued by an insurance underwriter, carrier, policyholder or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters. The Employee is responsible for assuring completion of all forms and documents required for his/her participation in the above-described insurance programs. Failure to complete the forms shall alleviate the Board of any requirements to fund insurance on behalf of that individual. Employees shall be given an opportunity to correct any mistakes. The Board, by payment of its share of the insurance premium payments indicated above, shall be relieved from any and all liability with respect to insurance benefits. Such matters shall be excluded from the scope of the grievance procedure, except the Board's failure to remit contractual premium amounts required of it.

12. Changes in family status shall be reported by the Employee to the Board within thirty (30) days of such change. The Employee shall be responsible for any overpayment of premium made by the Board on his/her behalf for failure to comply with this paragraph, and the Board is specifically authorized to deduct any such amounts from future wages.

13. Unless otherwise delineated by law or regulation or the terms of the policy then in effect, eligible Employees shall receive insurance as of the 1st work day following their employment. Those employees opting to take cash-in-lieu shall not be eligible for Board paid health insurance contributions, but must participate in all other insurance products if full unit participation is required by the insurance carrier. An Employee shall be eligible for Board paid insurance contributions or cash-in-lieu up to the maximum amounts allowed in this Article if the Employee is employed on a full-time basis as defined by the PPACA (currently, working an average of thirty [30] hours or more per week in the District).

14. The "medical benefit plan coverage year" shall run from January 1 to December 31 of each year.

15. Dental and Vision plans shall include internal and external coordination of benefits for all teachers and their eligible dependents.

16. With attainment of Medicare eligibility, Medicare part B premiums shall be paid on behalf of the teacher, spouse, and/or dependents when Medicare is elected in lieu of the above health insurance plans, or when the teacher or spouse is not affected by the Age Discrimination in Employment Act, or when Medicare part B is elected while receiving social security disability benefits. Since Medicare must be paid directly by the insure person, the Board will reimburse the insured person on a quarterly basis upon receipt of proof of payment.

ARTICLE XIX

GRIEVANCE PROCEDURE

1. A grievance is defined as a claim by a teacher, group of teachers, or the Association, based upon any alleged violation, misinterpretation, or misapplication of any provision of this Agreement.

2. a. A grievance filed under this Article shall be filed within forty-five (45) days of its alleged occurrence or knowledge of the event upon which the grievance is based. The time limits within this Article may be extended by written mutual consent of the parties.

   b. Unless noted as a business day, the term "day" shall be interpreted as meaning a calendar day.

   c. The following matters will be subject to the grievance procedure, but only up to the Superintendent's Level:

      1.) any matter involving discipline.

      2.) any matter involving layoff/recall.

      3.) any matter involving vacancy and transfer.

      4.) any matter involving the discipline or non-renewal of a probationary professional staff member in her/his first two (2) full years of employment at Ionia Public Schools.

      5.) any matter involving a probationary professional staff member evaluation in her/his first two full years of employment.

   d. A grievance involving the non-renewal or removal of a teacher from a position covered by Schedule B will be subject up to a level just beyond the Superintendent's level. This consists of a hearing from a 5-person panel composed of the following: two (2) administrators, two (2) Association members and a 5th person agreed upon by both the Board and the Association. This subsection shall be inoperable until such time as the District's attorney and Association Uniserv have met and agreed to the legality of this subsection.

3. Depending upon the level reached in processing the grievance, a "party of interest" shall be defined as the teacher or group of teachers, or the Association, on the one hand, and the Superintendent or her/his designated agent, or the Board, on the other.

4. The primary purpose of the procedures set forth in this Article is to secure, at the lowest level possible, agreeable and equitable solutions to a stated grievance. Parties of interest agree that these proceedings shall be kept confidential.

5. a. The appropriate building principal is designated as the administrative representative for Level One of this procedure.

   b. The Superintendent is the administrative representative for Level Two, but he/she may designate her/his position at this Level to the Associate Superintendent.

   c. A grievance may be filed at Level Two, if it could affect personnel in more than one (1) school building.

6. a. LEVEL ONE: Any teacher or group of teachers, or the Association, may file a written grievance with the building principal. She/He shall meet with the grievant and/or representatives of the Association, if requested by the grievant, within ten (10) business days after receipt of the grievance. She/He shall reply in writing to the grievance within ten (10) business days after this meeting.

   b. LEVEL TWO: If the building principal's reply is not acceptable to the grievant, a written grievance may be filed with the Superintendent within fifteen (15) business days after the principal's reply has been received. The Superintendent shall meet with the grievant and/or representatives of the Association within fifteen (15) business days after receipt of the grievance. The Superintendent shall reply in writing to the grievance within fifteen (15) business days after this meeting.

   c. LEVEL THREE: If the decision of the Superintendent is not acceptable to the Executive Board of the Association, the Association President or designee may submit the grievance to an impartial Arbitrator selected by the American Arbitration Association in accord with its rules, which shall likewise govern the arbitration hearing. If such appeal is not made within fifteen (15) business days after receipt of the Superintendent's decision, the grievance shall be determined to be withdrawn.

      1.) The Arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

      2.) The arbitrator’s decision shall be in keeping with, and may be addressed procedurally and substantively as enumerated within, the Michigan Uniformed Arbitration Act, Public Act 371 of 2012. The Association shall not finance directly any of its members in any appeal to court or labor board from a decision of an Arbitrator. Non-compliance with the Arbitrator's decision by either party shall be just cause for appeal to a court of competent jurisdiction as allowed by Public Act 371 of 2012, as amended from time-to-time.

      3.) The fees and expenses of arbitration shall be shared equally by the Board and the Association provided that the Association agrees to support the grievance. 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.

      4.) The Arbitrator cannot grant relief extending beyond the termination date of this Agreement.

7. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall be processed under the terms of this Agreement up to Level Two.

8. Failure of a grievant, the Association, or the Administration to proceed from one (1) level of this procedure to another within the time limits set forth shall be deemed to be an acceptance of the reply or decision previously rendered. Should the Association miss a deadline, the grievance is withdrawn. Should the Administration miss a deadline, the action that prompted the grievance is undone. A grievance may be withdrawn by the grievant or the Association at any level without prejudice.

9. The filing of a grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final resolution of the grievance.

10. The Association is prohibited from processing a grievance on behalf of a teacher without her/his consent.

11. Any party of interest may be represented at any meeting or hearing and all steps and stages of the grievance procedure.

12. Forms for filing and processing a grievance shall be mutually agreed upon by the Board and the Association.

13. If any professional staff member for whom a grievance is sustained shall be found to have been unjustly discharged, he/she shall be reinstated with full reimbursement of all professional compensation lost. If he/she shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to her/him.

ARTICLE XX

SCHOOL IMPROVEMENT

1. The Board and the Association recognize the necessity of maintaining ongoing district-wide school improvement plans and the importance of the continued recognition of quality educational services as a fundamental priority and shared goal of the parties.

2. The conditions which follow shall govern teacher participation in any and all plans, programs, or projects included in the terms: school improvement, site-based decision-making, effective schools, or other similar descriptions.

    a. Participation in school improvement planning shall not require additional compensation.

3. Any elements of any school improvement plan which deviate from the current Agreement shall be subject to the negotiation procedure specified in Article XV unless prohibited by law.

ARTICLE XXI

SUBSTANCE ABUSE

1. The Board and the Association declare their mutual interest in maintaining a work environment free of substance abuse and its effects. The parties agree that selling, possessing, consuming, transferring, purchasing, or being under the influence of either alcohol or illegal drugs on school property or while performing work on behalf of the district, regardless of location, is strictly prohibited.

2. The Association and the Board jointly recognize that the abuse of alcohol and/or illegal drugs is a treatable illness. Teachers who are so diagnosed and are actively receiving treatment from a licensed treatment facility shall receive the same consideration and benefits, extended to teachers with other types of illness.

3. The building principal shall promptly report all actual or alleged instances of alcohol and/or drug abuse to the teacher. The principal may discuss this with the teacher in an interview at which the teacher may have Association representation.

4. The Board shall not engage in the testing of teachers in order to determine if they are working under the influence of alcohol or illegal drugs, unless an administrator has reason to suspect a teacher is under the influence of alcohol or illegal substances. That administrator may require the teacher at District expense to submit to testing.

ARTICLE XXII

LONGEVITY PAY

1. The expression "required number of years," as used in this Article, shall be understood to mean the number of years of full-time or full-time equated teaching in the Association or administrative experience in the Ionia Public Schools, plus a maximum of five (5) years teaching in other schools. The experience credit for outside experience will only apply to those granted the credit prior to September 1, 2002.

2. Longevity pay is incorporated into Schedule A.

ARTICLE XXIII

PLACEMENT ON SALARY SCHEDULE

1. Placement on the salary schedule shall be determined upon the basis of the highest earned degree (Baccalaureate, Masters, or Specialist/Ph.D.) held by the teacher and the number of years of full-time or full-time-equated teaching or administrative experience he/she has completed, except that full-time teachers now employed (1976-77) by this school district shall continue to progress in full steps on the salary schedule.

2. If a teacher meets the requirements for a degree by the beginning of an academic period (i.e. semester), placement on the salary schedule for that academic period shall be made on the basis of that degree. Completing the requirements for a degree after such time shall not cause a teacher's position on the salary schedule to be changed until the following semester.

3. Previous Experience

   Credit for voluntary military service may be allowed on the salary schedule.

4. Teachers hired after the beginning of a school year will be eligible to advance to the next full step when steps are granted. Effective with the 2021-22 school year teachers who are "in-between" steps because of less than a full year of service in their first year with IPS will be moved to the next full step.

5. Part-time Teaching

   a. The Superintendent shall evaluate the value of part-time teaching experience upon information furnished by the teacher and validated as deemed necessary by the Superintendent.

   b. The salary of a part-time teacher shall be computed on the basis of the ratio between the clock hours employed and the full teaching day of an elementary or secondary teacher, as the case may be, as determined by the Superintendent and the Association President.

   c. Fringe benefits for part-time teachers, including earned Leave Days and insurance, and other benefits as may be allowed by the Board, shall be pro-rated upon the same basis as is the teacher's salary. The teacher shall be privileged to pay the difference in cost between the full cost and pro rata cost of any such benefits.

ARTICLE XXIV

MISCELLANEOUS PROVISIONS

1. This Agreement shall supersede any rules, regulations, or practices of the Board 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 or concluded during the term of this Agreement. The provisions of this Agreement shall be incorporated into and be considered a part of the established policies of the Board.

2. Copies of this Agreement shall be available on the District's website within five (5) business days following ratification by the Parties and confirmation of the accuracy of the final draft by the Association. Twenty (20) bound hard copies will be provided to the Association president.

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

4. the Public Employment Relations Act (PERA) mandates that any contract entered into include a statement that allows an emergency manager appointed under the local government and school district fiscal accountability act to reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act. This provision is intended to satisfy this requirement.

   Any action taken by the Association challenging the action of an emergency manager shall not be subject to the grievance procedure but may be pursued in a court of competent jurisdiction. In conjunction with the inclusion of the language in this section, it is understood the Association does not waive any right to file a law suit directed at any action initiated by an emergency manager.

5. The Parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement and with respect to any subject or matter which was negotiated in the formation of this Agreement but upon which no agreement was reached; excepting any subject matter which was previously considered prohibited or illegal. If a subject that was considered prohibited or illegal at the time of the formation of this Agreement is later deemed mandatory by an unappealed final decision of an agency or court of competent jurisdiction, the Parties agree that they will meet and bargain over the formerly prohibited or illegal topic within 20 days of the final, unappealed, decision.

ARTICLE XXV

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2024 and shall remain in effect until June 30, 2027. Extensions of this Agreement shall be made only by mutual agreement of the Association and the Board.

BOARD OF EDUCATION: ***DATE OF SIGNING:***

_____ _____, 20__

President

_____

Secretary

IONIA EDUCATION ASSOCIATION: ***DATE OF SIGNING:***

_____ _____, 20__

President

_____

Chief Negotiator

SCHEDULE A
2024-2025 SALARY SCHEDULE

			Base Factor	Base Factor	Base Factor
			39,874	43,862	46,056
INDEX	STEP		BACCALAUREATE	MASTERS	SPECIALIST/ DOCTORATE
1.12	BASE		44,659	49,125	51,583
1.13	1		45,058	49,564	52,043
1.14	2		45,456	50,003	52,504
1.15	3		45,855	50,441	52,964
1.20	4		47,849	52,634	55,267
1.25	5		49,843	54,827	57,570
1.30	6		51,836	57,021	59,873
1.35	7		53,830	59,214	62,176
1.40	8		55,824	61,407	64,478
1.46	9		58,216	64,039	67,242
1.52	10		60,608	66,670	70,005
1.58	11		63,001	69,302	72,768
1.60	12		63,798	70,179	73,690
1.62	13		64,596	71,056	74,611
1.62	14		64,596	71,056	74,611
1.64	15	LONGEVITY	65,393	71,934	75,532
1.66	20		66,191	72,811	76,453
1.68	25		66,988	73,688	77,374
1.68	30		66,988	73,688	77,374

For 2024-2025 – 6% increase is included on the salary schedule and one step increase will be granted
A $500 Longevity Stipend will be added to the Schedule A amount upon attainment of Step 30. For 2024-2025- $1,000 retention bonus for employees who completed the 2023-2024 school year and remain employed through December 1, 2024. $500 sign on bonus for employees who are hired by October 1, 2024 and remain employed through December 1, 2024

SCHEDULE A
2025-2026 SALARY SCHEDULE

INDEX	STEP		Base Factor 41,070 BACCALAUREATE	Base Factor 45,178 MASTERS	Base Factor 47,438 SPECIALIST/ DOCTORATE
1.12	BASE		45,998	50,599	53,130
1.13		1	46,409	51,051	53,605
1.14		2	46,820	51,503	54,079
1.15		3	47,231	51,955	54,553
1.20		4	49,284	54,213	56,925
1.25		5	51,338	56,472	59,297
1.30		6	53,391	58,731	61,669
1.35		7	55,445	60,990	64,041
1.40		8	57,498	63,249	66,413
1.46		9	59,963	65,960	69,259
1.52		10	62,427	68,670	72,105
1.58		11	64,891	71,381	74,952
1.60		12	65,712	72,285	75,900
1.62		13	66,534	73,188	76,849
1.62		14	66,534	73,188	76,849
			LONGEVITY		
1.64		15	67,355	74,092	77,798
1.66		20	68,177	74,995	78,747
1.68		25	68,998	75,899	79,695
1.68		30	68,998	75,899	79,695

For 2025-2026 – A 3% increase is included on the salary schedule and one step increase will be granted
A $500 Longevity Stipend will be added to the Schedule A amount upon attainment of Step 30

SCHEDULE A
2026-2027 SALARY SCHEDULE

INDEX	STEP	BACCALAUREATE	MASTERS	SPECIALIST/ DOCTORATE
		Base Factor 41,481	Base Factor 45,630	Base Factor 47,912
1.12	BASE	46,459	51,106	53,661
1.13	1	46,874	51,562	54,141
1.14	2	47,288	52,018	54,620
1.15	3	47,703	52,475	55,099
1.20	4	49,777	54,756	57,494
1.25	5	51,851	57,038	59,890
1.30	6	53,925	59,319	62,286
1.35	7	55,999	61,601	64,681
1.40	8	58,073	63,882	67,077
1.46	9	60,562	66,620	69,952
1.52	10	63,051	69,358	72,826
1.58	11	65,540	72,095	75,701
1.60	12	66,370	73,008	76,659
1.62	13	67,199	73,921	77,617
1.62	14	67,199	73,921	77,617
		LONGEVITY		
1.64	15	68,029	74,833	78,576
1.66	20	68,858	75,746	79,534
1.68	25	69,688	76,658	80,492
1.68	30	69,688	76,658	80,492

For 2026-2027 – A 1% increase is included on the salary schedule and one step increase will be granted
A $500 Longevity Stipend will be added to the Schedule A amount upon attainment of Step 30
An additional 1% will be added to Schedule A if the FY2027 foundation allowance/per pupil funding increase is at least 2% more than the FY2026 foundation allowance/per pupil funding.

SCHEDULE B

COMPENSATION FOR EXTRA DUTIES

1. Schedule B positions are voluntary, with the exceptions denoted by double asterisks.

   Club Advisor positions denoted by an asterisk are subject to approval by the building principal and Superintendent and are considered a pilot program, subject to future negotiations.

2. Schedule B vacancies will be posted for a minimum of five (5) calendar days.

3. Extra-pay percentages shall be computed on the Schedule A salaries at the B.A. level, according to the index step representing the years of actual experience in the sport or activity or through eleven (11) years directing the listed activity. All new Schedule B positions that are funded start at BA Base.

   The hourly rates will be adjusted by the same percentage as Schedule A.

   If the per pupil funding threshold is met in 2026-2027 as defined in Schedule A, an additional 1% will be added to the hourly rates listed in Schedule B for the 2026-2027.

4. The effective date for Schedule B pay rate adjustments will be July 1.

5. Teachers will receive their Schedule B pay in equal payments by separate check(s) as described below

   - Summer Schedule B's - one check the 1st pay of August
   - Non-athletic Schedule B's - 2nd pay in January and 1st pay in June
   - Fall Athletics - 2nd pay in September and 1st pay in November
   - Winter Athletics - 2nd pay in January and 1st pay in March
   - Spring Athletics - 2nd pay in April and 1st pay in June.

Schedule B
Compensation for Extra Duties
Academic

Fine Arts

**	Art Display HS	2%
**	Art Display MS	2%
**	Band HS	17%
**	Band MS (includes summer)	14%
	Flagine (Colorguard)	3%
	Play Director (each play)	4%
	Play Director Assistant (each play)	2%
**	Vocal Music HS	4%
**	Vocal Music MS	4%
	Vocal Music Club Elementary	4%
**	Vocal Music Programs	3%

Academic

	Annual Director HS (Yearbook) if not a class	8%
	Annual Director MS (Yearbook) if not a class	4%
**	Debate	4%
	Destination Imagination	3%
**	Forensics	4%
	Independent Study (per student/per semester)	0.50%
	Quiz Bowl	4%
	Science Olympiad	3%
	Top Dog	4%
	MTSS Building Leads (Elementary up to 20 hours, MS and HS up to 50 hours at the Non Instructional Rate	N/A

Hourly Rates

	Instructional Rate 2024-2025 (Hourly)	$26.49
	Instructional Rate 2025-2026 (Hourly)	$27.28
	Instructional Rate 2026-2027 (Hourly)	$27.55
	Non Instructional Rate 2024-2025 (Hourly)	$23.79
	Non Instructional Rate 2025-2026 (Hourly)	$24.50
	Non Instructional Rate 2026-2027 (Hourly)	$24.75

Advisory

	Activities Director MS	4%
	Department Chairs	4%
	Grade Level Chairs (K-5, Special Education)	3%
	Junior Class	4%
	Link Crew (2 positions each)	3%
	NHS	6%
	SADD	3%
	Safety Patrol	2%
	Senior Class	4%
	Student Council HS	7%
	WEB Advisor MS	5%
	Elementary Farm and Garden Club	4%
	Interact Club	3%
	Mentor Teacher	1%
	MERT or NCI Team	0.50%
*	Student Club Advisor (pilot/start up clubs)	1.00%

Schedule B
Compensation for Extra Duties
Athletics

Football

Head Varsity	13%
Assistant Coaches (pooled, minimum of 5 assistants)	35%

Wrestling

Head Varsity	13%
Wrestling JV	7%
Wrestling Middle School	4%
Assistant Middle School	2%

Baseball

Head Varsity	8%
Head JV	5%
Head Freshman	5%

Track (Boys and Girls)

Head Varsity	8%
Assistant Varsity (pooled, minimum of 2 assistants)	10%
Track MS	5%
Assistant MS	4%

Swim (Boys and Girls)

Head Varsity	8%
Assistant Varsity	5%

Dance

Head Varsity	6%
Assistant Coach	2%
Middle School Coach	4%

Tennis (Boys and Girls)

Head Varsity	6%
Assistant Coach	2%

Athletic Clubs

Trap Team (Boys and Girls)	5%
Bowling Team (Boys and Girls)	5%
Power Lifting (Boys and Girls)	5%

Volleyball

Head Varsity	13%
Assistant Varsity (JV)	7%
Head Freshman	7%
Middle School	4%
Assistant Middle School	2%

Basketball (Boys and Girls)

Head Varsity	13%
Head JV	7%
Head Freshman	7%
Head 7th Grade/8th Grade	4%
Assistant 7th Grade/8th Grade	2%

Softball

Head Varsity	8%
Head JV	5%
Head Freshman	5%

Cross Country (Boys and Girls)

Head Varsity	8%
Assistant Varsity	5%
Middle School	4%
Assistant MS	2%

Soccer (Boys and Girls)

Head Varsity	8%
Head JV	5%

Cheer

Head Varsity	6%
Assistant Coach	2%

Golf (Boys and Girls)

Head Varsity	6%
Assistant Coach	2%

Application for IEA Sick Leave Bank Days Form

Notice: Read Article VII, Section 4 Carefully before submitting this form to the Superintendent's office.

Name: _____
PRINT

Home Address: _____

_____

City Zip

Home Phone: (_____)

1. Submit (on letterhead) a letter from your doctor(s) which provides a diagnosis, prognosis, and projected return date.

2. I hereby authorize my doctor(s) to communicate with the Superintendent and Association President simultaneously (or their designees) relative to the diagnosis, prognosis, and projected date of return to work.

3. The following is a list of other income sources that I will receive or may be eligible to make application for. I understand that if I collect from any other source(s), (e.g. worker's compensation; private disability insurance; social security disability; etc.) that my sick bank benefits will be adjusted.

   Source: Phone Number

   1. _____

   2. _____

   3. _____

4. I further understand that if I knowingly fail to report my other income, it will be cause for disciplinary action and/ or restitution to the sick bank.

   I have read Article VII, Section 4 and this form carefully. The information is correct to the best of my knowledge. I further understand if there is a change in my condition or information provided on this form I must provide written notice to the Superintendent's office.

_____ _____
Signature Date

_____ _____
Approval Signature Date

Personal Leave Day Request for Exceptional Circumstances

Date Received_____

Employee Name: _____

Date(s) requesting to use a personal day: _____

Per Article VII, Section 1 (c)(1)(a), teachers may use personal leave days at their own discretion except:

1. The day before or after any holiday;
2. And/or the day before or after any vacation day;
3. And/or any day not scheduled as a full day of student attendance.
4. And/or in increments of more than three (3) consecutive days.

However, upon approval by the superintendent exceptions may be granted. Please indicate the reason for using a personal day in a normally impermissible situation. This form must be submitted to the superintendent a minimum of 5 business days before the intended use of the personal day.

_____ family event (e.g. wedding, graduation, anniversary celebration, etc.)

_____ to attend a child's school event

_____ to move a child to /from college

_____ other (please explain on the lines below)

_____
_____
_____
_____
_____
_____
_____

_____

Signature Date

_____

Approval Signature Date

Ionia Public Schools
2024-2025 Calendar

July 2024

	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
0.0	14	15	16	17	18	19	20
0.0	21	22	23	24	25	26	27
	28	29	30	31			

August 2024

	S	M	T	W	T	F	S		
					1	2	3	13	6th-8th Grade Orientation
	4	5	6	7	8	9	10	19	Staff PD All Day
	11	12	13	14	15	16	17	20	Staff Welcome Back 1/2 day AM
8.0	18	19	20	21	22	23	24	21	First Day for Students 1/2 Day All
8.0	25	26	27	28	29	30	31	30	No School

14	New Teacher Orientation	

September 2024

	S	M	T	W	T	F	S		
	1	2	3	4	5	6	7	2	Labor Day No School
	8	9	10	11	12	13	14	20	1/2 Day Students/PM PLC
	15	16	17	18	19	20	21		
20.0	22	23	24	25	26	27	28		
20.0	29	30							

October 2024

	S	M	T	W	T	F	S		
								2	Student Count Day
								14	PTC K-5 5:00-7:30 PM
			1	2	3	4	5	15	PTC 6-8 5:00 - 7:00 PM
23.0	6	7	8	9	10	11	12	16	PTC 9-12 5:00-7:00 PM
22.0	13	14	15	16	17	18	19	17	Students AM
	20	21	22	23	24	25	26	17	PTC K-12 1-4PM, 5-7PM
	27	28	29	30	31			18	No School

November 2024

	S	M	T	W	T	F	S		
						1	2	1	Staff PD All Day
	3	4	5	6	7	8	9	15	No School
	10	11	12	13	14	15	16	27-29	Thanksgiving Break
17.0	17	18	19	20	21	22	23		
17.0	24	25	26	27	28	29	30		

December 2024

	S	M	T	W	T	F	S		
	1	2	3	4	5	6	7	19	Students AM Staff Records PM
	8	9	10	11	12	13	14	20	Students AM Staff Records PM
	15	16	17	18	19	20	21	20	End of First Semester
15.0	22	23	24	25	26	27	28	23-31	Winter Break
15.0	29	30	31						

January 2025

	S	M	T	W	T	F	S		
				1	2	3	4	1-3	Winter Break
	5	6	7	8	9	10	11	6	First Day for Students 1/2 Day All
	12	13	14	15	16	17	18	20	Staff PD
19.5	19	20	21	22	23	24	25		
20.0	26	27	28	29	30	31			

February 2025

	S	M	T	W	T	F	S		
							1	12	Student Count Day
	2	3	4	5	6	7	8	14	Staff PD All Day
	9	10	11	12	13	14	15	17	Mid-Winter Break - No School
19.0	16	17	18	19	20	21	22		
19.0	23	24	25	26	27	28			

March 2025

	S	M	T	W	T	F	S		
							1	10	PTC K-5 5:00-7:30 PM
								11	PTC 6-8 5:00-7:00 PM
	2	3	4	5	6	7	8	12	PTC 9-12 5:00-7:00 PM
	9	10	11	12	13	14	15	13	Students AM PTC K-8 1-4, 5-7PM
21.0	16	17	18	19	20	21	22	13	PTC 9-12 1:00-3:30, 5-7 PM
20.0	23	24	25	26	27	28	29	14	No School
	30	31						28	1/2 Students/ PM PLC

April 2025

	S	M	T	W	T	F	S		
			1	2	3	4	5	4	No School
	6	7	8	9	10	11	12	7-11	Spring Break
15.0	13	14	15	16	17	18	19	18	No School - Good Friday
15.0	20	21	22	23	24	25	26	23	Freshman Welcome 6:30-7:30 PM
	27	28	29	30				23	Freshman Welcome Staff 6-7:30 PM

May 2025

	S	M	T	W	T	F	S		
					1	2	3	23	Staff PD
	4	5	6	7	8	9	10	26	Memorial Day
	11	12	13	14	15	16	17		
21.0	18	19	20	21	22	23	24		
21.0	25	26	27	28	29	30	31		

June 2025

	S	M	T	W	T	F	S		
	1	2	3	4	5	6	7	3-4	Students AM Staff Full Day
	8	9	10	11	12	13	14	5	Last Day Students Half Day All
	15	16	17	18	19	20	21		
3.5	22	23	24	25	26	27	28		
4.0	29	30							

Teacher Only Attendance Days	182.0
Student Instruction Days	181.0
Student Instruction Hours	1126.216667

170 Full Days
11 Half Days
181

PTC Hours
K-5 15
6-8 14 Plus one for Orientation
9-12 13 Plus two for Graduation

182.0	Staff Day Count
181.0	Student Day Count
183.0	New Staff Count

Sem	
1st	82
2nd	99
Total	**181**

For days lost that are covered by Section 101(4) of the State Aid Act, such days may be made up at no additional cost to the Board per Article IX, Section 4. In the event make-up days are necessary, they will be made up by all teachers. The Master Agreement will provide the number of days and hours required by Section 1284 (1) of the Michigan School Code.

For days not covered by Section 101(4) of the State Aid Act where the district does not meet the State of Michigan district-wide attendance requirements in order to receive full state funding, the day will be conducted as scheduled for all staff and students and will be rescheduled at the end of the year. Staff are required to work such days at no added cost to the district.

Ionia Public Schools
2025-2026 Calendar

	July 2025						
	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
0.0	13	14	15	16	17	18	19
0.0	20	21	22	23	24	25	26
	27	28	29	30	31		

July 2025

	August 2025							
	S	M	T	W	T	F	S	
						1	2	14 6th-8th Grade Orientation
	3	4	5	6	7	8	9	18 Staff PD All Day
	10	11	12	13	14	15	16	19 Staff Welcome Back 1/2 day AM
8.0	17	18	19	20	21	22	23	20 First Day for Students 1/2 Day All
8.0	24	25	26	27	28	29	30	29 No School
	31							

August 2025
13 New Teacher Orientation

	September 2025						
	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
21.0	21	22	23	24	25	26	27
21.0	28	29	30				

September 2025
1 Labor Day No School
19 Staff PD

	October 2025						
	S	M	T	W	T	F	S
				1	2	3	4
23.0	5	6	7	8	9	10	11
22.0	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	31	

October 2025
1 Student Count Day
13 PTC K-5 5:00-7:30 PM
14 PTC 6-8 5:00-7:00 PM
15 PTC 9-12 5:00 - 7:00 PM
16 Students AM
16 PTC K-12 1-4PM, 5-7PM
17 No School
31 1/2 Day Students/Staff PD Day

	November 2025						
	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
17.0	16	17	18	19	20	21	22
17.0	23	24	25	26	27	28	29
	30						

November 2025
26-28 Thanksgiving Break

	December 2025						
	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
15.0	21	22	23	24	25	26	27
15.0	28	29	30	31			

December 2026
18 Students AM Staff Records PM
19 Students AM Staff Records PM
19 End of First Semester
22-31 Winter Break

	January 2026						
	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
19.5	18	19	20	21	22	23	24
20.0	25	26	27	28	29	30	31

1-2 Winter Break
5 First Day for Students 1/2 Day All
19 Staff PD

	February 2026						
	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
19.0	15	16	17	18	19	20	21
19.0	22	23	24	25	26	27	28

February 2026
11 Student Count Day
13 Staff PD All Day
16 Mid-Winter Break - No School

	March 2026						
	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
22.0	15	16	17	18	19	20	21
21.0	22	23	24	25	26	27	28
	29	30	31				

March 2026
9 PTC K-5 5:00-7:30 PM
10 PTC 6-8 5:00-7:00 PM
11 PTC 9-12 5:00-7:00 PM
12 Students AM PTC K-8 1-4, 5-7PM
12 PTC 9-12 1:00-3:30, 5-7 PM
13 No School
27 1/2 Students/ PM PLC

	April 2026						
	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
16.0	12	13	14	15	16	17	18
16.0	19	20	21	22	23	24	25
	26	27	28	29	30		

April 2026
3 No School - Good Friday
6-10 Spring Break
22 Freshman Welcome 6:30-7:30 PM
22 Freshman Welcome Staff 6-7:30 PM

	May 2026						
	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
20.0	17	18	19	20	21	22	23
20.0	24	25	26	27	28	29	30
	31						

May 2026
22 Staff PD
25 Memorial Day
29 Students AM Staff Full Day

	June 2026						
	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
1.5	21	22	23	24	25	26	27
2.0	28	29	30				

June 2025
1 Students AM Staff Full Day
2 Last Day Students Half Day All

Teacher Only Attendance Days	182.0
Student Instruction Days	181.0
Student Instruction Hours	1126.216667

170 Full Days
11 Half Days
181

182.0 Staff Day Count
181.0 Student Day Count
183.0 New Staff Count

Sem	
1st	83
2nd	98
Total	**181**

PTC Hours
K-5 15
6-8 14 Plus one for Orientation
9-12 13 Plus two for Graduation

For days lost that are covered by Section 101(4) of the State Aid Act, such days may be made up at no additional cost to the Board per Article IX, Section 4. In the event make-up days are necessary, they will be made up by all teachers. The Master Agreement will provide the number of days and hours required by Section 1284 (1) of the Michigan School Code.

For days not covered by Section 101(4) of the State Aid Act where the district does not meet the State of Michigan district-wide attendance requirements in order to receive full state funding, the day will be conducted as scheduled for all staff and students and will be rescheduled at the end of the year. Staff are required to work such days at no added cost to the district.

IONIA PUBLIC SCHOOLS

Ionia Public Schools
2026-2027 Calendar

July 2026

	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
0.0	12	13	14	15	16	17	18
0.0	19	20	21	22	23	24	25
	26	27	28	29	30	31	

August 2026

	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
7.0	16	17	18	19	20	21	22
7.0	23	24	25	26	27	28	29
	30	31					

17	New Teacher Orientation
18	6th-8th Grade Orientation
19	Staff PD All Day
20	Staff Welcome Back 1/2 day AM
24	Staff PD All Day
25	First Day for Students 1/2 Day All

September 2026

	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
20.0	20	21	22	23	24	25	26
20.0	27	28	29	30			

4	No School
7	Labor Day No School
25	Staff PD Day/PLC

October 2026

	S	M	T	W	T	F	S
					1	2	3
22.0	4	5	6	7	8	9	10
21.0	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
	25	26	27	28	29	30	31

7	Student Count Day
19	PTC K-5 5:00-7:30 PM
20	PTC 6-8 5:00-7:30 PM
21	PTC 9-12 5:00-7:00 PM
22	Students AM
22	PTC K-12 1-4PM, 5-7PM
23	No School
30	1/2 Day Students/Staff PLC

November 2026

	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
18.0	15	16	17	18	19	20	21
18.0	22	23	24	25	26	27	28
	29	30					

25-27	Thanksgiving Break

December 2026

	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
14.0	20	21	22	23	24	25	26
14.0	27	28	29	30	31		

17	Students AM Staff Records PM
18	Students AM Staff Records PM
18	End of First Semester
21-31	Winter Break

January 2027

	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
19.5	17	18	19	20	21	22	23
20.0	24	25	26	27	28	29	30
	31						

1	Winter Break
4	First Day for Students 1/2 Day All
18	Staff PD/ PLC

February 2027

	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
19.0	14	15	16	17	18	19	20
19.0	21	22	23	24	25	26	27
	28						

10	Student Count Day
12	Staff PD All Day
15	Mid-Winter Break - No School

March 2027

	S	M	T	W	T	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
22.0	14	15	16	17	18	19	20
21.0	21	22	23	24	25	26	27
	28	29	30	31			

5	1/2 Day Students/Staff PLC
8	PTC K-5 5:00-7:30 PM
9	PTC 6-8 5:00-7:30 PM
10	PTC 9-12 5:00-7:00 PM
11	Students AM PTC K-8 1-4, 5-7PM
11	PTC 9-12 1:00-3:30, 5-7 PM
12	No School
26	No School - Good Friday

April 2027

	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
16.0	11	12	13	14	15	16	17
16.0	18	19	20	21	22	23	24
	25	26	27	28	29	30	

2	No School
5-9	Spring Break
21	Freshman Welcome 6:30-7:30 PM
21	Freshman Welcome Staff 6-7:30 PM

May 2027

	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
20.0	16	17	18	19	20	21	22
20.0	23	24	25	26	27	28	29
	30	31					

31	Memorial Day

June 2027

	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
3.5	20	21	22	23	24	25	26
4.0	27	28	29	30			

2-3	Students AM Staff Full Day
4	Last Day Students Half Day All

Teacher Only Attendance Days	181.0
Student Instruction Days	180.0
Student Instruction Hours	1126.216667

170 Full Days
11 Half Days
181

181.0	Staff Day Count
180.0	Student Day Count
182.0	New Staff Count

Sem	
1st	80
2nd	100
Total	**180**

PTC Hours

K-5 15
6-8 14 Plus one for Orientation
9-12 13 Plus two for Graduation

For days lost that are covered by Section 101(4) of the State Aid Act, such days may be made up at no additional cost to the Board per Article IX, Section 4. In the event make-up days are necessary, they will be made up by all teachers. The Master Agreement will provide the number of days and hours required by Section 1284 (1) of the Michigan School Code.

For days not covered by Section 101(4) of the State Aid Act where the district does not meet the State of Michigan district-wide attendance requirements in order to receive full state funding, the day will be conducted as scheduled for all staff and students and will be rescheduled at the end of the year. Staff are required to work such days at no added cost to the district.

Letter of Agreement

between

the Board of Education of

Ionia Public Schools

and

the Ionia Education Association

In lieu of following Article VI, section 3, subsections a-d, the parties agree to the following on a continuing basis until such time as either party wishes to amend the agreement:

1. The counselors are granted a maximum of 60 hours to complete any work during the summer of 2018.
2. Those hours will accrue per diem pay for the first 30 hours, with compensatory days not to exceed 5 for remaining hours (6 hours = 1 compensatory day);
3. As long as said counselors provide notice by 7:30 am of the day a compensatory day is used, the two-days before requirement is waived;
4. Said counselors can use their days past May 15 deadline up to the last day of school;
5. Said counselors may use compensatory days on either end of a planned day off or half day for students;
6. Any unused compensatory days will convert to sick leave days to be used in future years to compensate for the district's desire not to pay for unused compensatory days.

Ron Wilson

For the Board

6-5-18

Date

Stewart M. Cowie

For the IEA

6-11-18

Date

Letter of Agreement
between the
Ionia Public Schools Board of Education
and the
Ionia Education Association

RE: Placement on Salary Schedule

It is hereby acknowledged and agreed by the parties set forth above as follows for the remainder of the 2024-2027 master agreement:

Both parties mutually agree to amend Article XXII, Section 1, so it states: Longevity pay is included in Schedule A and is based on the total number of years of full-time or full-time-equivalent teaching or administrative experience, regardless of the district in which those years were earned;

Article XXIII, Section 1: Placement on the salary schedule shall be based on the highest degree earned and the total years of full-time or full-time-equivalent teaching or administrative experience, without limitation based on all accumulated teaching experience regardless of where it was attained. No teacher will be granted years above what they have taught at any public school throughout their career. The salary scales will be amended (see attached) to provide for steps up to 30 years experience. Teachers hired for the 2024-2025 school year will receive payment in June 2025 to make them whole if they were not granted all of their years of outside experience. Teachers hired under previous contract language shall advance to the next step on the salary scale going forward beginning with the 2025-2026 school year. Per Article XXIII, Section 3, credit for military service may be allowed on the salary schedule

Association Representative

Superintendent

5-20-25
Date

5.20.25
Date

Schedule A
2024-2025 Salary Schedule

		Base Factor: $39,874	Base Factor: $43,862	Base Factor: $46,056
Index	Step	Baccalaureate	Masters	Specialist/ Doctorate
1.12	Base	$44,659	$49,125	$51,583
1.13	1	$45,058	$49,564	$52,043
1.14	2	$45,456	$50,003	$52,504
1.15	3	$45,855	$50,441	$52,964
1.20	4	$47,849	$52,634	$55,267
1.25	5	$49,843	$54,827	$57,570
1.30	6	$51,836	$57,021	$59,873
1.35	7	$53,830	$59,214	$62,176
1.40	8	$55,824	$61,407	$64,478
1.46	9	$58,216	$64,039	$67,242
1.52	10	$60,608	$66,670	$70,005
1.58	11	$63,001	$69,302	$72,768
1.60	12	$63,798	$70,179	$73,690
1.62	13	$64,596	$71.056	$74,611
1.62	14	$64,596	$71,056	$74,611
1.64	15	$65,393	$71,934	$75,532
1.64	16	$65,393	$71,934	$75,532
1.64	17	$65,393	$71,934	$75,532
1.64	18	$65,393	$71,934	$75,532
1.64	19	$65,393	$71,934	$75,532
1.66	20	$66,191	$72,811	$76,453
1.66	21	$66,191	$72,811	$76,453
1.66	22	$66,191	$72,811	$76,453
1.66	23	$66,191	$72,811	$76,453
1.66	24	$66,191	$72,811	$76,453
1.68	25	$66,988	$73,688	$77,374
1.68	26	$66,988	$73,688	$77,374
1.68	27	$66,988	$73,688	$77,374
1.68	28	$66,988	$73,688	$77,374
1.68	29	$66,988	$73,688	$77,374
1.68	30	$66,988	$73,688	$77,374

For the 2024-25 - A 6% increase is included on the salary schedule and one step increase will be granted. A $500 longevity stipend will be added to the Schedule A amount upon attainment of Step 30. For the 2024-25 school year, $1000 retention bonus for employees who completed the 2023-24 school year and remain employed through December 1, 2024. A $500 sign on bonus for employees who are hired by October 1, 2024 and remain employed through December 1, 2024

Schedule A
2025-2026 Salary Schedule

Index	Step	Base Factor: $41,070 Baccalaureate	Base Factor: $45,178 Masters	Base Factor: $47,438 Specialist/ Doctorate
1.12	Base	$45,998	$50,599	$53,130
1.13	1	$46,409	$51,051	$53,605
1.14	2	$46,820	$51,503	$54,079
1.15	3	$47,231	$51,955	$54,553
1.20	4	$49,284	$54,213	$56,925
1.25	5	$51,338	$56,472	$59,297
1.30	6	$53,391	$58,731	$61,669
1.35	7	$55,445	$60,990	$64,041
1.40	8	$57,498	$63,249	$66,413
1.46	9	$59,963	$65,960	$69,259
1.52	10	$62,427	$68,670	$72,105
1.58	11	$64,891	$71,381	$74,952
1.60	12	$65,712	$72,285	$75,900
1.62	13	$66,534	$73,188	$76,849
1.62	14	$66,534	$73,188	$76,849
1.64	15	$67,355	$74,092	$77,798
1.64	16	$67,355	$74,092	$77,798
1.64	17	$67,355	$74,092	$77,798
1.64	18	$67,355	$74,092	$77,798
1.64	19	$67,355	$74,092	$77,798
1.66	20	$68,177	$74,995	$78,747
1.66	21	$68,177	$74,995	$78,747
1.66	22	$68,177	$74,995	$78,747
1.66	23	$68,177	$74,995	$78,747
1.66	24	$68,177	$74,995	$78,747
1.68	25	$68,998	$75,899	$79,695
1.68	26	$68,998	$75,899	$79,695
1.68	27	$68,998	$75,899	$79,695
1.68	28	$68,998	$75,899	$79,695
1.68	29	$68,998	$75,899	$79,695
1.68	30	$68,998	$75,899	$79,695

For the 2025-26 - A 3% increase is included on the salary schedule and one step increase will be granted. A $500 longevity stipend will be added to the Schedule A amount upon attainment of Step 30

Schedule A
2026-2027 Salary Schedule

		Base Factor: $41,481	Base Factor: $45,630	Base Factor: $47,912
Index	Step	Baccalaureate	Masters	Specialist/ Doctorate
1.12	Base	$46,459	$51,106	$53,661
1.13	1	$46,874	$51,562	$54,141
1.14	2	$47,288	$52,018	$54,620
1.15	3	$47,703	$51,475	$55,099
1.20	4	$49,777	$54,756	$57,494
1.25	5	$51,851	$57,038	$59,890
1.30	6	$53,925	$59,319	$62,286
1.35	7	$55,999	$61,601	$64,681
1.40	8	$58,073	$63,882	$67,077
1.46	9	$60,562	$66,620	$69,952
1.52	10	$63,051	$69,358	$72,826
1.58	11	$65,540	$72,095	$75,701
1.60	12	$66,370	$73,008	$76,659
1.62	13	$67,199	$73,921	$77,617
1.62	14	$67,199	$73,921	$77,617
1.64	15	$68,029	$74,833	$78,576
1.64	16	$68,029	$74,833	$78,576
1.64	17	$68,029	$74,833	$78,576
1.64	18	$68,029	$74,833	$78,576
1.64	19	$68,029	$74,833	$78,576
1.66	20	$68,858	$75,746	$79,534
1.66	21	$68,858	$75,746	$79,534
1.66	22	$68,858	$75,746	$79,534
1.66	23	$68,858	$75,746	$79,534
1.66	24	$68,858	$75,746	$79,534
1.68	25	$69,688	$76,658	$80,492
1.68	26	$69,688	$76,658	$80,492
1.68	27	$69,688	$76,658	$80,492
1.68	28	$69,688	$76,658	$80,492
1.68	29	$69,688	$76,658	$80,492
1.68	30	$69,688	$76,658	$80,492

For the 2026-27 - A 1% increase is included on the salary schedule and one step increase will be granted. A $500 longevity stipend will be added to the Schedule A amount upon attainment of Step 30. An additional 1% will be added to Schedule A if the FY2027 foundation allowance/per pupil funding increase is at least 2% more than the FY2026 foundation allowance/per pupil funding.

Letter of Agreement
between the
Ionia Public Schools Board of Education
and the
Ionia Education Association

RE: Retirement Incentive and Sick Day Payout

It is hereby acknowledged and agreed by the parties set forth above as follows for the remainder of the 2024-2027 master agreement:

Collectively, both parties agree to amend the effective date on the letter of resignation for the retirement incentive and sick day pay to be August 1, provided the teacher submits a retirement letter to the Superintendent's Office by March 1.

Association Representative

Superintendent

2-27-25
Date

2-27-25
Date

Schedule A
2026-2027 Salary Schedule - Additional 1% increase

		Base Factor: $41,891	Base Factor: $46,082	Base Factor: $48,387
Index	Step	Baccalaureate	Masters	Specialist/ Doctorate
1.12	Base	$46,918	$51,612	$54,193
1.13	1	$47,337	$52,073	$54,677
1.14	2	$47,756	$52,533	$55,161
1.15	3	$48,175	$52,994	$55,645
1.20	4	$50,269	$55,298	$58,064
1.25	5	$52,364	$57,603	$60,484
1.30	6	$54,458	$59,907	$62,903
1.35	7	$56,553	$62,211	$65,322
1.40	8	$58,647	$64,515	$67,742
1.46	9	$61,161	$67,280	$70,645
1.52	10	$63,674	$70,045	$73,548
1.58	11	$66,188	$72,810	$76,451
1.60	12	$67,026	$73,731	$77,419
1.62	13	$67,863	$74,653	$78,387
1.62	14	$67,863	$74,653	$78,387
1.64	15	$68,701	$75,574	$79,355
1.64	16	$68,701	$75,574	$79,355
1.64	17	$68,701	$75,574	$79,355
1.64	18	$68,701	$75,574	$79,355
1.64	19	$68,701	$75,574	$79,355
1.66	20	$69,539	$76,496	$80,322
1.66	21	$69,539	$76,496	$80,322
1.66	22	$69,539	$76,496	$80,322
1.66	23	$69,539	$76,496	$80,322
1.66	24	$69,539	$76,496	$80,322
1.68	25	$70,377	$77,418	$81,290
1.68	26	$70,377	$77,418	$81,290
1.68	27	$70,377	$77,418	$81,290
1.68	28	$70,377	$77,418	$81,290
1.68	29	$70,377	$77,418	$81,290
1.68	30	$70,377	$77,418	$81,290

An additional 1% has been added to Schedule A as the FY2027 foundation allowance/per pupil funding increase was at least 2% more than the FY2026 foundation allowance/per pupil funding.