AGREEMENT

BETWEEN

IOSCO REGIONAL EDUCATIONAL SERVICE AGENCY BOARD OF EDUCATION

AND THE

IOSCO FEDERATION OF TEACHERS LOCAL 3531, MFT, AFT, AFL-CIO

2026-2029

IOSCO REGIONAL EDUCATIONAL SERVICE AGENCY TAWAS CITY, MICHIGAN

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AGREEMENT

This Agreement entered into this 1st day of July 2026, by and between the **IOSCO REGIONAL EDUCATIONAL SERVICE AGENCY,** hereinafter called the "**BOARD"** and the **IOSCO FEDERATION OF TEACHERS, Local 3531, MFT, AFT, AFL-CIO,** hereinafter called the "**UNION",** for the period beginning ***July 1, 2026 and ending June 30, 2029.***

ARTICLE I - RECOGNITION

Section 1

A. The Board recognizes the union as the sole and exclusive bargaining agent for all personnel engaged in the following activities: speech therapy, Literacy Coach, visually impaired, hearing impaired, homebound, physically handicapped, emotionally impaired, learning disability, teachers of cognitively impaired, teacher consultants, occupational therapists, physical therapists, CTE instructors, social workers, counselors, and school psychologists, physical therapist assistants, occupational therapist assistants will be part of this bargaining unit. Excluding superintendent, assistant superintendents, supervisors, directors, special instructors, employees who regularly work less than four hours per day, secretaries, office personnel, administrators, executives, substitutes and all others.

Section 2

A. Work presently performed by members of the bargaining unit shall not be assigned outside the unit without first discussing the changes with the Union.

Section 3

A. Wages, hours and working conditions of new positions covered by this Agreement shall be negotiated with the Union.

Section 4

A. This Agreement shall be applied equally to all employees within the bargaining unit.

Section 5

A. The IOSCO REGIONAL EDUCATIONAL SERVICE AGENCY complies with all federal law and regulations prohibiting discrimination and with all requirements and regulations of the US Department of Education. The Iosco Regional Educational Service Agency does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities. Title IX and 504 Coordinator: Special Education Director, 27 N. Rempert Road, Tawas City, MI, 989-362-3006.

Section 6

A. The Board shall forward to the Union a list of all employees within the bargaining unit and their assigned locations no later than September 15 of the school year.

Section 7

A. The Iosco Federation of Teachers shall indemnify and save the Board harmless against any and all claims, demands, suits or judgment damages which may arise from the implementation of Section Seven (7), Article One (1) of this Agreement.

ARTICLE II - EFFECT OF THE AGREEMENT

Section 1

A. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.

Section 2

A. If any provision of this Agreement is or shall at any time be found to be contrary to law by a court of competent jurisdiction, such provision shall not be applicable or performed or enforced except to the extent permitted by law. All other provisions of this Agreement shall continue in full force and effect. The parties may agree to meet and negotiate substitute language.

ARTICLE III - DEFINITION OF RESPONSIBILITIES AND RIGHTS

Section 1

A. Except to the extent specifically abridged by a provision of this Agreement, the Board reserves and retains solely and exclusively all of its rights to manage the district. Such rights shall include but are not limited to: determine the number of types of positions, to establish policies, practices or procedures for the District, change or abolish such policies, practices or procedures relating to its operation and of the School System, as the Board shall deem advisable.

Section 2

A. When an employee of the Board, acting as an agent of the Board and performing such duties within the rules, regulations and policies of the Board, shall be subject to court action for performing such duty, the Board shall provide reasonable legal advice for such employee.

Section 3

A. Each employee shall be permitted to inspect all of the contents of his/her personnel file.

B. Any material not made known to an employee shall not be permitted as evidence in any grievance or any disciplinary action against such employee.

C. Correspondence or other material making reference to an employee's competence, character, or manner which the Board intends to place in the employee's file, will be made known to the employee and the employee will be given an opportunity to attach his/her comments.

D. When staff records or credentials are requested by a non Iosco RESA person, agency, or institution, that staff member will be informed of what records are requested, by whom they are requested, and for what purpose they are requested.

Section 4

A. All staff may have Union Representation.

Section 5

A. The Union and its representatives may request to use the Iosco RESA building at all reasonable hours for meetings, provided when special custodial service is required, the employer may make a reasonable charge therefore. Such use shall require the Union follow the established building scheduling procedures and policies established by the Board.

B. The Federation shall, upon request, be granted the privilege of conduction of a Federation meeting once a month to begin as soon as students have gone. Those employees choosing not to attend the meeting must complete their workday on school-related activities. If the Federation meeting conflicts with another school-related activity, the Federation will reschedule its meeting at the request of Administration.

C. The Federation shall be allotted the minimum of one hour for Federation business at each of the in-service days.

Section 6

A. Duly authorized representatives of the Union shall be permitted to transact official Union business on the Iosco RESA property during non-paid time, provided this shall not interfere with or interrupt normal Iosco RESA operations.

Section 7

A. The Union shall be permitted to post notices of its activities and matters of Union concern on bulletin boards located in Iosco RESA buildings. Said notices and other materials may also be circulated through the mail service upon approval of the administration.

Section 8

A. The Board will make available to the Union information which the Union needs for preparation of bargaining demands for implementation of the terms of the Agreement or for processing of grievances arising out of this Agreement.

Section 9

Employer Support of Student Discipline & Teacher Protection

A. The Board recognizes its responsibilities to give all reasonable support and assistance to employees with respect to the maintenance of control and discipline while performing their duties. Whenever it appears that a particular pupil will require the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take prompt action to assist the teacher with respect to such pupils.

B. Any case of assault upon an employee shall be promptly reported to the Board or its designated representative. The Board shall provide legal counsel to advise and render assistance to an employee in his/her defense in any instance where the employee, while on the job is complained against, assaulted or sued by reason of his/her actions, provided the employee's actions were not willfully negligent or malicious as determined by the Superintendent.

C. Teachers may use such reasonable physical force as may be necessary for the following purposes, but shall not be obligated to risk their own safety to perform such functions. The parties agree that use of physical force, as listed below does not constitute corporal punishment:

1. to protect himself, students, or others from physical injury;
2. to obtain possession of a weapon or other dangerous object(s) upon or within the control of a student;

D. The staff and school authorities will endeavor to achieve correction of student misbehavior through counseling and interviews with the student and his/her parents when warranted.

E. The Board will reimburse employees in an amount not to exceed a total of $500 per year for loss, damage, or destruction of personal property while on duty. If the item is covered by the school's insurance, the $500 can be used to offset the deductible.

F. The term "personal property" shall not include cash. The term "loss and destruction" shall not cover the effects of normal wear and tear and use.

Section 10

A. When a student serviced by an Iosco RESA program requires special care and procedures, such as but not limited to, suction on breathing apparatus, catheterization, tube feeding, use of oxygen, and who requires this care during transportation or while at school, those procedures will be performed only within the parameters of the public health code.

B. Teachers will be provided annual training on the handling of bodily fluids, and will be provided the necessary means to protect themselves from infection. Teachers will be notified, in as much as the confidentiality laws allow, if a child in their program is infected with a contagious illness requiring special precautions; such as but not limited to, Herpes, Hepatitis B, HIV, Cyatomeglia, Epstein-Barr Syndrome, etc.

C. Facilities for changing, sanitizing, and disposal of personal hygiene items will be provided. Antibacterial soap, wipes, and disposable gloves will be available.

Section 11

A. Itinerants with permanent classrooms in local districts shall receive the same planning time as other teachers in those districts.

ARTICLE IV - NEGOTIATIONS

Section 1

A. Negotiations for a new agreement or modification of the existing Agreement shall begin at a time, date, and place mutually determined by the Board and the Union.

Section 2

A. Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party and each party may select its representatives from within or outside the school district. No final agreement shall be executed without ratification by the Board and the Union. The parties mutually pledge their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, make concessions, and recommend ratification in the course of negotiations.

Section 3

A. After ratification of this agreement, either party may request a conference to discuss matters which may arise from time to time, which are of mutual concern to the parties.

ARTICLE V - GRIEVANCE PROCEDURE

Section 1

Definition

A. A grievance is an alleged violation, misinterpretation or misapplication of any provision of this Agreement.

B. An aggrieved person shall mean any member of the bargaining unit, or the Union in its own behalf, making the complaint.

C. Whenever the term "employee" is used, it is to include any member or members of the bargaining unit.

D. Wherever the singular is used, it may include the plural.

E. Wherever notice is used; it is meant that such be a written notice.

F. The term days in this article shall mean Monday through Friday, excluding holidays.

Section 2

General Principles

A. A grievance may be withdrawn at any level.

B. If a grievance arises from the action of authority higher than Building Administrator, it may be initiated at Step 2 of this procedure.

C. Hearings and conferences held under this procedure shall be conducted outside duty school hours or at other mutually agreeable times.

D. Forms for filing and processing grievances shall be conveniently available within the administration offices and a supply available to the Union.

E. Failure by the employee and/or the Union at any step of this procedure to appeal a decision within the specified time limits shall be deemed an acceptance of the decision.

F. Failure by the Board or its designated agents to communicate a decision on a grievance within the specified time limits shall be deemed a denial of the remedy sought to the grievance. The Union shall have the right to appeal to the next step of the procedure.

G. The time limits specified in this procedure may be extended in any specific instance by written mutual agreement signed by the parties. The arbitrator shall be bound by the time limits set forth herein and shall have no power to extend such limits.

H. The Board and the Union shall bear the full costs for its representative counsel, witnesses and other costs in the arbitration.

I. The fees and expenses of the arbitration shall be born equally by both parties.

J. No arbitrator shall hear more than one (1) grievance at any one hearing without the mutual consent of the Board and the Union.

K. The primary purpose of this grievance procedure is to secure equitable solutions of the closest supervisory level possible.

Section 3

Procedure for Adjustment of Grievance

A. Grievance shall be presented and adjusted in accordance with the following procedures:

1. Informal Conference

a) An alleged violation, misinterpretation or misapplication of any provision of the Agreement shall first be identified as a grievance issue. The grievance shall cite the appropriate contract section or sections and shall be discussed with the appropriate Building Supervisor or designee within ten (10) days following the discovery by the aggrieved party of the act or condition which is the basis of the grievance, with the object of resolving the matter informally.

1) by an employee in person on his/her own behalf
2) by an employee accompanied by the appropriate Union representative
3) through the Union representative, if employee so requests
4) by the union representative in the name of the Union

2. Step 1: Written Procedure

a) In the event the matter is not resolved informally, the grievance stated in writing on the form provided for such purpose, may be submitted to the Building Supervisor or his/her designee within fifteen (15) days following the discovery by the aggrieved party of the act, or condition which is the basis of the grievance.

b) The grievance may be lodged and a meeting scheduled in five (5) days and thereafter discussed with the Building Supervisor or his/her designee:

1) by an employee in person on his/her own behalf

2) by an employee accompanied by the appropriate Union representative
3) through the Union representative, if employee so requests
4) by the union representative in the name of the Union

c) Within ten (10) days following the meeting in Step 1 as above, the Building Supervisor or his/her designee shall communicate his/her decision along with his/her reasons, therefore in writing on the grievance form to the union representative or to the aggrieved employee, if any.

3. Step 2: Written Procedure

a) Within five (5) days after receiving the decision of the Building Supervisor or his/her designee, an appeal along with the reasons, therefore from the decision, may be made to the Superintendent or designee. The appeal shall be in writing on the form provided and shall be accompanied by a copy of the original grievance and decision at Step 1.

b) The grievance may be lodged and a meeting scheduled within five (5) days and thereafter discussed with the Superintendent or his/her designee:
1) by an employee in person on his/her own behalf
2) by an employee accompanied by the appropriate Union representative
3) through the Union representative, if the employee so requests
4) by the union representative in the name of the Union

c) Within five (5) days following the meeting in Step 2, as above, the Superintendent or his/her designee shall communicate his/her decision along with his/her reasons in writing on the grievance form to the union representative or to the aggrieved employee, if any.

4. Step 3: Written Procedure

a) Within five (5) days after receiving the decision of the Superintendent or designee, an appeal along with the reasons therefore from the decision may be made to the Board. The appeal shall be in writing on the form provided and shall be accompanied by a copy of the original grievance and decision at Step 1 and Step 2.

b) In not less than five (5) days or more than thirty-five (35) calendar days after receipt of the appeal, a committee appointed by the Board shall hold a hearing on the grievance. Participants in this hearing shall be given at least three (3) days' notice of the hearing.

c) No later than at its next scheduled meeting after the hearing of the appeal, the Board shall communicate its decision in writing on the form provided, together with supporting reasons to the union representative or the aggrieved employee, if any.

5. Step 4: Arbitration

a) Within ten (10) days after receipt of the decision of the Board, the Union may appeal the decision to advisory arbitration under the auspices and rules of the American Arbitration Association.

ARTICLE VI - ASSIGNMENT, VACANCIES, PROMOTIONS, TRANSFERS

Section 1

A. Whenever a vacancy or new position arises, the Superintendent's office shall post notices.

B. The Superintendent's office will email postings to bargaining unit members work email address.

Section 2

A. Certified staff members shall be consulted in the selection process for teacher aides. Said staff members shall be given the opportunity to express their preferences.

B. All certified staff members who are assigned classroom aides may provide written input, one or more times per school year, if needed.

Section 3

A. The Board shall not use personnel from outside the bargaining unit to supplant or replace certified staff and their services unless required to do so by law. In the event the Board should contemplate temporarily contracting services for any present or future certified staff position, the representatives for the certified staff and those for the Board shall meet to review the necessity for such contracting prior to the posting of the position. Temporary contracted services will be reviewed periodically by both the IIFT and the Board (jointly) to determine if all possible efforts to employ a permanent staff member have been pursued and exhausted.

ARTICLE VII - CALENDAR

Section 1

A. The school calendar will be a common calendar developed by the local districts as much as possible, with a member of the union's executive council on the decision team.

B. Should the number of hours required by law for pupil instruction change during the life of this agreement, the Board and the Federation shall meet to discuss the impact of the change.

Section 2

A. Work beyond the normal responsibilities of the employee's job will be by mutual consent.

Section 3

A. The school year calendars covered under this Agreement shall contain the same number of work days and session days as those contained in the school legislation and will be worked out jointly between the parties.

B. Due to the variances in the number of staff work days in the four school districts serviced by the Iosco R.E.S.A., a per diem rate shall be established to compensate for days worked beyond the currently contracted 185 days. Teacher's salary including longevity on 185-day contract/ by 185 days = per diem rate.

C. Employees assigned to Early On will work 35 hours per week (70 hours per pay period) Monday through Friday between the hours of 7:30am and 4:30pm, flexing time within the same day, week, or pay period. Flex time needs to be approved by the Early On Coordinator.

D. The Early On Progam is a year-round program, employees assigned to Early On will work a 185 day contract, plus 15 days between mid June and mid August. Employees will receive their hourly rate plus the additional $7.00 per hour as outlined in the contract. Those days will be designated with the Early On Coordinator in May.

E. Early On, Teacher Consultants, Literacy Coaches, Itinerant Staff require professional development in different areas than classroom teachers. These staff members will attend the initial 2 days of professional development with school-based personnel, to include any mandatory training. The remaining 3 days of professional development will occur during the contract year and will be planned and approved by the appropriate director.

Section 4

A. If a staff member works in two or more districts and these districts have conflicting breaks, the staff member will discuss this with his/her supervisor and use his/her professional judgement to decide which district's calendar will be followed. Notification will be given to each district whose calendar is not followed.

Section 5

A. Scheduled days of student instruction which are not held because of conditions not within the control of school authorities will be rescheduled to insure meeting the mandated days of school instruction.

B. Those persons employed after the start of the current year shall receive additional compensation for "made-up" days if compensation was not already received for said days.

ARTICLE VIII - MISCELLANEOUS

Section 1

A. Staff members are encouraged on an on-going basis to submit suggestions related to the available facilities and/or planned expansion.

Section 2

A. To facilitate the communication necessary between teachers, parents, and other professionals, telephones will be provided in every classroom.

B. For safety reasons and communication reasons, cell phones will be offered and provided to the Early On staff, teacher consultants, and itinerant staff.

Section 3

A. The Board has sole discretion over the allocation of money for various budgetary items. Monies are allocated on the basis of availability, effectiveness, practicality, curriculum needs, and reasonableness. A purchase order system shall be maintained which encourages staff members to plan in advance as to their instructional needs for the next school year. The purchase order system will be used on a continuous basis. The administration will also establish a petty cash system to expedite appropriate financial transitions.

B. Staff members shall be kept informed of the budget formation process each spring for the new fiscal year beginning July 1. Prior to ordering classroom materials, each staff member may ascertain the amount of the funds available. Each staff member may be informed prior to July 1 if certain materials requested on purchase orders will not be purchased by directing his/her question to his/her immediate supervisor.

Section 4

A. An employee shall be individually responsible for notifying a designated person (by 7:15 a.m.) when the employee will be absent from school in order to give the employer time to call in substitutes. In emergency situations where the employee's absence could not be anticipated, such

notification must be made by 8:00 a.m. of the day the absence is to occur. An employee failing to follow this procedure shall be denied sick leave benefits.

B. At the beginning of the school year, staff members shall indicate to the administration their preferences relative to instructional aide substitutes for their individual classrooms. When possible, the substitute instructional aides will be called in order as indicated on each teacher's preference list. Also, when a staff member calls in to report his/her unavailability for work, the staff person may recommend a substitute at that time.

Section 5

A. Extra-curricular duties including but not limited to such items as school fairs, social functions, and club sponsoring, shall be voluntary on the part of the employee.

Section 6

A. In-service workshops may be planned from time to time. Topics for such workshops shall be planned jointly by the staff and the administration.

Section 7

A. New employee orientation shall be jointly worked out by the Union and the Board in order to expedite the period of adjustment of the new employee to the Iosco RESA.

Section 8

A. Employees shall receive individual planning time for their classrooms for evaluation of on-going projects or for conferences of other matters mutually agreed upon.

Section 9

A. All staff shall receive at least five hours per week for individual planning time.

Section 10

A. Itinerants with permanent classrooms in local districts shall receive the same planning time as other teachers in those districts.

Section 11

A. Itinerant staff shall submit a weekly electronic schedule to the appropriate Iosco RESA secretary. The schedule shall include the district and building in which the employee can be located. The staff shall notify the secretary of any changes in their daily work schedule.

B. The staff working day shall be the same hours that are established for the local district/building unless arrangements have been made with the immediate supervisor.

Section 12

A. When a staff person is asked by Iosco RESA officials to work and/or attend meetings outside the negotiated days in the school calendar, she/he will be given the choice of equal hourly monetary compensation, or compensation time to be used at a mutually agreed upon time. Compensation time may be earned and used in whole or half day blocks. The Iosco RESA Superintendent must approve of all overtime in advance. To be paid, a time sheet needs to be completed and submitted to the supervisor with documentation of work for payment within the identified pay period.

B. Flex time refers to a working schedule with a flexible set of starting and ending hours where the teaching day is 7:45 to 2:45, a flex time schedule allows employees to arrive earlier or later and stay earlier or later for instances of home visits, parent meetings, classroom staffing/planning. Scheduled changes need to be shared and approved by the immediate supervisor.

Section 13

A. Administration will work with local districts to facilitate appropriate working conditions and space for itinerant staff.

Section 14

A. In the event that work site changes require relocation, staff will be notified in a timely manner, as well as time without students to make such adjustment as necessary to accommodate such relocation, excluding emergencies.

Section 15

A. In the event that classroom/office relocation is necessitated, staff members will be given two days to make the move and set up his/her new classroom. Staff members may choose between pay compensation at his/her daily rate of pay or compensation time to be taken by the end of the school year in which the move takes place.

ARTICLE IX - COMPENSATION

A. In order to be considered for the purpose of determining salary, additional hours earned must be:

1. graduate hours in the field of teaching; or
2. hours (graduate or undergraduate) which have been approved in advance by the employer.
3. upon completion of the requisite hours of credit, an employee shall become eligible for placement on the applicable salary schedule at the beginning of the school year or at the beginning of the semester of the school year. An official transcript or other appropriate verification from the university or college registrar will serve as proof of accomplishment.

B. The Board must pre-approve any classes for which an employee wishes to be reimbursed. The reimbursement rate shall be 80% of the tuition fees. The Board will reimburse mandatory classes. Mandatory classes shall be defined as those which provide required CEU's/credits needed to gain or maintain the employee's current position.

C. Because of the District's payment of educational expenses for the teacher to obtain the required certification for a hired position, the employee must commit to three years of employment after completion of certification. Additionally, if the employee voluntarily resigns or is terminated for cause prior to completion of the approved educational program, the employee shall reimburse the District for the full amount of educational assistance provided. The Board and union will take into consideration any extenuating circumstances.

D. Employees who work five (5) days per week, at least seven (7) or more hours per day on a regularly scheduled basis, are recognized as full time employees and shall be eligible for full fringe benefits (insurance and leaves).

Section 1

A. All authorizations for payroll deductions will be made through the business office.

B. All union dues deductions shall be in accordance with Michigan Law and Board Policy.

Section 2

A. Upon receipt of proper application, the Board agrees to provide each employee according to their family status for health care protection by the Board-approved health carrier.

B. The medical insurance premium will be capped at the State of Michigan School Employees Rate. Amount will be prorated for the year based on hire date.

1. The employee will have the option of choosing one of the Blue

Cross Blue Shield / BCN, or other insurance plans offered for medical coverage. The coverage year is January 1st to December 31st.

C. Upon receipt of proper application, the Board shall provide without cost to employees covered under this Agreement, term life insurance protection in the amount of $20,000 that shall be paid to the bargaining unit members designated beneficiary:

1. In the event of accidental death, an additional amount equal to the face amount of the life insurance policy;
2. In the event of dismemberment, a scheduled amount payable according to severity and loss.

D. The Board agrees to provide the above mentioned benefit programs within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policy holder. As required by Statute (P.A. 1956; No.218332), employees who have Board provided term life insurance, have a thirty (30) day conversion right upon termination of employment. Any employee (teacher) electing his/her right of conversion in order to keep his/her term life insurance in force, must contact the insurance carrier within thirty (30) days of their last day of employment.

E. Upon receipt of proper application, the Board shall provide without cost to employees covered under this Agreement and their eligible immediate family dependents as defined by the US Internal Revenue Service, a dental plan as defined in the employee certificate of coverage and specifications as outlined in the Policy from SET-SEG, INC. The Board agrees to provide the above mentioned benefit program within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policyholder.

F. Upon receipt of proper application, the Board shall provide Long Term Disability Insurance Plan with a sixty day (60) qualifying period. The benefit amount is 60% of monthly earnings up to monthly maximum of $4,000 for full time employees.

G. In the event a national health service is implemented, and in the event a national policy requires that the IIFT be included in such a plan, the current coverage will be the base line for further negotiations if allowed by law.

H. Upon receipt of proper allocation, the Board shall provide, without cost to the employee, a VSP Vision Care Optical Plan for the employee and their family.

I. In the event an employee dies, the employee's health benefits will continue for enrolled family members for a period of thirty (30) calendar days.

J. In the event that a CTE Instructor is required to instruct a college-level dual enrollment course, above and beyond their regular curriculum, they may receive a $250.00 stipend per semester, when mutually agreed upon by the union and administration.

Section 3

A. Paychecks shall be paid in twenty-six (26) installments.

B. Any health examinations which are required by the Iosco RESA to maintain employment shall be paid for by the employer.

Section 4

A. The attached salary schedule will be used for compensating employees for their professional experience.

Section 5

Mileage Reimbursement

A. IRESA will provide school vehicles to be utilized by staff. Those with special circumstances and/or furthest distance have priority, cars will be signed out via google document. Prior to bumping someone from a vehicle, the staff must reach out to the member they are bumping to inform of

the bump and update google documents. The Board of Education shall reimburse employees who are required to drive their personal vehicle the IRS approved rate effective on January 1 and August 1 each year.

Approved miles shall include:

1. All mileage between work stations if a staff car is not available.
2. All mileage to and from conference or seminars, if approved by the immediate supervisor and if a staff car is not available.
3. If the staff member would have to drive out of their way and utilize extra time to pick up a staff car.

B. Each staff member shall have a base work station designated by their immediate supervisor. This base work station shall be designated at the beginning of the school year. Base Work Stations may be a different location from day to day. Changes in the base work station may occur after consultation between the staff member and the staff member's immediate supervisor.

C. Exceptions to the above rules must be approved by the immediate supervisor.

Section 6

A. Upon leaving the district, the employee must notify the district of his/her intention to resign or retire 90 calendar days in advance of their departure to get paid for their unused sick days. The employee shall receive $100 for each unused sick day, with a maximum of 120 days.

B. In case of death, unused accumulated sick days, up to a maximum of 120 days, shall be paid in a lump sum to the beneficiary designated by the staff member, based on their life insurance policy. Such payments shall be computed by multiplying the number of unused sick days by $100, at the time of death.

Section 7

A. If an employee opts not to enroll in health insurance coverage, he/she will be given a payment of $300.00 per month in lieu of insurance coverage. The employee has the choice of a cash payment or annuity payment with one of the recognized annuity companies.

Section 8

A. Mentor teachers selected by the administration will receive an annual honorarium of $250 for each full year. Willingness to accept the appointment to serve is subject to the mentor teacher's approval.

ARTICLE X - LEAVES

Section 1

A. Upon initial employment and the beginning of each year thereafter, such employee shall be granted sick leave days in the number of twelve (12) days. Sick leave days to be used for the employee's illness or injury, or illness or injury of relatives living within the employee's household or as otherwise specified.

1. Sick days cannot be used for elective procedures unless deemed medically necessary at that time by the doctor.

B. Unused sick leave days shall accrue year to year.

C. Absence due to injury or illness incurred in the course of employment shall be covered by Worker's Compensation Insurance paid by the Board, and days taken in the course of such injury or illness shall not be charged to the employee's sick leave accumulation.

D. An employee's sick leave days shall not be charged for necessary absence resulting from childhood diseases, including diphtheria, whooping cough, impetigo, scabies, pink eye, head lice and COVID. The Board requires reasonable proof shall be provided by the employee that the employee contracted the childhood illness while in the course of employment.

Section 2

Jury Duty

A. An employee who serves on jury duty shall be paid the full amount he would have earned for each day in which the employee reports for or performs jury duty and on which he otherwise would have been scheduled to work up to a limit of sixty (60) days in any one (1) school year, provided the employee turns over to the Board the amount received for jury duty on the days when the employee would otherwise have been involved in regular assigned work in the district.

Section 3

A. An employee who is in the Armed Forces Reserve or the National Guard shall be paid the difference between his/her military pay and his/her contractual salary when she/he is on full-time active duty for a minimum of two (2) weeks per year, as a result of a national or civil emergency.

Section 4

A. If a member of the bargaining unit is elected to public office, he/she will be granted leave without pay for the period of one (1) term of office.

Section 5

A. Employees shall be granted to five (5) days paid leave during a serious illness or following a death in the employee's family or spouse's family. Family is to be defined as spouse, sibling, parents, grandparents, children, stepchildren, grandchildren, brothers-in-law, and sisters-in-law. This will not be deducted from sick leave days. Days taken during a serious illness or following the death of other family members and non-family members shall be deducted from sick days first, or if exhausted, from personal business days. Bereavement leave for deaths of other persons may be granted with the approval of the Superintendent. These days are to be deducted from sick leave days.

Section 6

A. Sabbatical leave without pay shall be available to an employee at the beginning of the seventh (7) year of employment in the district, inclusive of authorized leave periods. Sabbatical leaves shall be granted for one (1) year or one-half (1/2) year upon request of the employee. Such leaves to be used for professional study, for work on publications, for travel or for travel combined with study, or for any other reason which will contribute to the professional growth of the employee.

Section 7

A. Extended health leaves due to physical or mental causes not falling within the sick leave policy may be applied for by the employee.

Section 8

A. Requests for extension of leave or notice of intention to return must be made in writing and submitted at least sixty (60) dates before the end of the semester in which the leave is to terminate. Failure to return after termination date of the leave will constitute termination of employment.

Section 9

A. Upon return from an authorized leave, the employee shall be placed on the next step of the salary schedule that he/she left and credited with one-year seniority provided the employee worked one hundred thirty (130) days or more in the same school year.

B. Any employee who is granted a leave of absence due to illness or injury will continue to have his/her health insurance paid by the district throughout the balance of the fiscal year or six months, whichever is longer.

Section 10

A. Leave may be granted for attendance at conventions, workshops and conferences connected with an employee's field of teaching at the complete discretion of the Board. Employees shall receive, in addition to their regular pay, the fees for C.E.U., meals, lodging, travel, and/or mileage, and daily food allowance based on administrative guidelines. (itemized receipts must be provided)

Section 11

A. At the beginning of each school year, staff shall be credited with two days for personal leave. A staff member planning to use a personal business day shall notify his/her immediate supervisor at least two days in advance, except in the case of an emergency. Days prior and following a vacation may not be taken as personal days except with the permission of the immediate supervisor. Personal leave days not used during the school year will automatically convert into sick days at the end of the school year. These days shall be accumulated in the employee's personal sick leave bank. Staff members needing personal business days to take care of business that cannot be handled any other time may request the use of one additional personal business day, to be deducted from sick leave.

Section 12

A. A childcare leave without pay shall be granted by the Board for up to twelve months. The employee will continue to have his/her health insurance paid by the district for up to three months. After three months, the employee may continue with his/her benefits currently in effect at his/her expense, and at the Iosco RESA group rates.

Section 13

A. When an employee is subpoenaed or requested in writing by an outside agency to be in court for school-related business, the Board of Education will allow the leave days without charge against the teacher's sick leave days or personal business days.

ARTICLE XI - TENURE, DISCHARGE LAYOFF, RECALL, SENIORITY

Section 1

A. Layoffs or reductions of staff covered by this contract shall be determined by the administration, and the staff shall be notified, if at all possible, by May 1 each year. The following orderly dismissal procedure will be followed:

1. In the event the above mentioned employees are laid off, the Board shall reduce the staff in the following order:
    a. Certification
    b. Administrative evaluations
    c. If a personnel decision involves two or more employees and all other factors distinguishing them from other are equal, then length of service MAY be considered as a tie-breaker

B. Seniority is defined as the length of continuous service within the school district as of the teacher's first day of employment. Voluntary leaves shall not accumulate seniority with the exception of child care leave as specified in Article X, Section 12.

C. A seniority list shall be established and a copy will be given to the Federation each year.

D. In the event of layoff, an employee's life and hospitalization/medical insurance shall be continued at the Board's expense for a period of three months from the end of the month in which the employee last worked. Employees shall be covered by fringe benefits the first day of return from layoff. At the end of three months Board coverage, the employee will be notified that the insurance premiums may be continued at their own expense at group rates.

E. Employees laid off and rehired will be entitled to full status as held up to the date of lay-off. This will include years of service in the district, accumulated sick leave, appropriate placement on the salary schedule and all provisions and benefits to this Agreement.

F. Staff Evaluations - Professional staff evaluations will be conducted in accordance with Michigan law and Board Policy.

ARTICLE XII - INCLEMENT WEATHER

On days when area schools are closed because of inclement weather, all employees shall receive notice through the alert system by administration. If your district/or IRESA office is closed due to weather or other emergency reasons, staff will be notified and may not be required to report. Any inclement weather days in excess of the state approved amount will be made up if state aid is affected.

ARTICLE XIII - SHARED TIME EMPLOYMENT

A. With approval from the Board, shared-time employment will be allowed on a voluntary basis.

B. Each employee shall be required to spend a minimum of 50% of a workweek at school, as daily communication between the employees may be critical.

C. Scheduling of hours and subject load will be arranged by the shared-time employees with approval of the immediate supervisor.

D. Each employee shall be required to attend orientation days, in-service days, records days, and will be paid a full day wages.

E. Each employee will be paid one-half (1/2) of the salary he/she would be entitled to if he/she were working full time.

F. Fringe benefits will be available according to Article IX, Paragraph C.

G. Each employee involved in a shared-time teaching arrangement may substitute for the other and be reimbursed at substitute pay.

ARTICLE XIV - EXTENDED YEAR EMPLOYMENT

A. Each employee shall notify the Board no later than April 15 if the employee wishes to be considered for summer employment.

B. The Board will, whenever possible, notify employees prior to June 1 whether or not a supplemental summer employment contract will be issued.

C. When opportunity for work beyond the normal contracted school year arises, such work shall be posted in accordance with the provisions of Article VI, Section 1. If that work is an extension of a specific assignment, the teacher holding that position shall have the right to accept or reject that work. If the incumbent teacher rejects the work, the work shall be offered to another applicant in

accordance with Article VI, Section 1. All work which is general in nature (not an extension of a specific assignment) will be filled in accordance with Article VI, Section 1

D. Compensation for extended year employment shall be at the per diem rate as defined in Article VII, Section 3. In addition to the per diem rate, staff will receive an additional $7.00 per hour for hours worked during the summer.

ARTICLE XV - DURATION OF AGREEMENT

THIS AGREEMENT shall be effective as of July 1, 2026, and shall continue in full force and effect, without change until June 30, 2029.

IOSCO REGIONAL EDUCATIONAL SERVICE AGENCY	IOSCO FEDERATION OF TEACHERS, LOCAL 3531
_____	_____
Gary Gillings, President	Jennifer Thompson, President
_____	_____
Tana McKulsky, Secretary	Pam Clute, Secretary

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SALARY SCHEDULE - LOCAL 3531

2026-27	Steps will increase	5%
2027-28	Steps will increase	3%
2028-29	Steps will increase	3%

	BA			BA+20			BA+30/MA			MA+30		
STEP	**26-27**	**27-28**	**28-29**	**26-27**	**27-28**	**28-29**	**26-27**	**27-28**	**28-29**	**26-27**	**27-28**	**28-29**
1	46,387	47,778	49,212	47,458	48,882	50,348	49,780	51,273	52,812	51,850	53,406	55,008
2	48,768	50,231	51,738	49,828	51,323	52,862	52,290	53,859	55,474	54,722	56,363	58,054
3	51,193	52,729	54,311	52,253	53,820	55,435	54,901	56,548	58,244	57,749	59,481	61,266
4	53,640	55,249	56,906	54,163	55,788	57,461	57,545	59,272	61,050	60,951	62,780	64,663
5	56,245	57,932	59,670	57,311	59,031	60,802	60,292	62,100	63,963	63,985	65,905	67,882
6	58,896	60,663	62,483	59,964	61,763	63,616	63,083	64,976	66,925	67,866	69,902	71,999
7	61,597	63,445	65,348	62,662	64,542	66,479	66,044	68,025	70,066	71,615	73,763	75,976
8	64,440	66,373	68,365	64,844	66,789	68,793	69,156	71,231	73,368	75,572	77,839	80,174
9	67,467	69,491	71,576	68,637	70,696	72,817	72,435	74,608	76,846	79,745	82,137	84,602
10	74,590	76,828	79,133	75,884	78,161	80,505	80,140	82,545	85,021	88,813	91,478	94,222
LONGEVITY												
STEP												
11-12	1,361	1,402	1,444	1,702	1,753	1,805	2,266	2,334	2,404	2,833	2,918	3,005
13-14	2,267	2,335	2,405	2,834	2,919	3,007	3,398	3,500	3,605	3,963	4,082	4,204
15-19	3,170	3,265	3,363	3,962	4,080	4,203	4,529	4,665	4,805	5,100	5,253	5,410
20-24	4,080	4,202	4,328	5,101	5,254	5,411	5,663	5,833	6,008	6,227	6,414	6,606
25-29	4,500	4,635	4,774	5,500	5,665	5,835	6,000	6,180	6,365	6,500	6,695	6,896

CTE Instructors without a BA Degree are paid at 80% of BA
PTA positions are paid at 75% of BA
OTA positions are paid at 64% of BA

CTE Newsletter:	**$ 3,000**
Website Administrator:	**$ 3,000**