

AGREEMENT

between

The Board of Education of East Grand Rapids Public Schools

and

East Grand Rapids Education Association (EGREA)

July 1, 2025 - June 30, 2028

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A. AGREEMENT

This Agreement is entered into by and between the Board of Education of the East Grand Rapids Public Schools, Kent County, Michigan, hereinafter called the "Board," and the Kent County Education Association/EGREA/MEA/NEA, hereinafter called the "Association."

B. PURPOSE

It is the intent and purpose of this Agreement to assure mutually beneficial working and economic relationships between the parties hereto, and to provide an orderly means of resolving any misunderstandings or differences which may arise herein, and to set forth within this document the full agreement between the parties concerning wages, hours of employment, and other conditions of employment.

ARTICLE 1
RECOGNITION

A. PUBLIC EMPLOYMENT RELATIONS ACTS

Pursuant to and in accordance with all applicable provisions of the Public Employment Relations Act, Act 336 of the Public Acts of 1947, as amended, the Board recognizes the Association as the exclusive bargaining representative of all full-time and regular part-time certified professional personnel, including classroom teachers, librarians, guidance counselors, school social workers, school psychologists, teacher consultants, and speech pathologists, under individual written contract with the Board, hereinafter referred to as "employees;" but excluding all per diem substitutes, supervisory and executive personnel, nurses, and non-teaching personnel such as secretaries, school aides, custodians, maintenance, clerical, food service and all other employees.

B. OTHER TEACHERS' ORGANIZATIONS

The Board agrees not to negotiate with any teachers' organization other than the Association with respect to employees in the bargaining unit for the duration of this Agreement.

ARTICLE 2
ASSOCIATION SECURITY

Other Deductions

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities, credit union, savings bonds, United Fund, or any other programs jointly approved by the Board and Association. Such deductions will only be pursuant to the number of computer fields available and according to the rules and policy of the Board.

A. RECORDS

Each employee, upon request, shall have the right to review the contents of their own personnel file maintained by the school system and may file a response to any document included in the file. Information allowed by law to be considered confidential shall not be included. A representative of the Association may, at the employee's request, accompany the employee. Arrangements concerning time and location for such a review shall be made with the administrator responsible for the safekeeping of the file. Each employee's personnel file should include as a minimum, but shall not be restricted to the items below. The Board will not assume responsibility for yearly monitoring of each file.

1. All employee evaluation reports.
2. A copy of teaching certificate necessary to assigned position.
3. Transcript of academic records.
4. Tenure recommendation.

B. COMMUNICATION

All communications, including evaluations by East Grand Rapids administrators, commendations, and validated complaints directed toward the employee, which are included in the personnel file, shall be made available to the employee upon request. Only those complaints which are submitted in writing, called to the attention of the employee, and investigated by the administration, shall be included in this file.

ARTICLE 3
ASSOCIATION RIGHTS

A. USE OF FACILITIES

The Association members under contract to the East Grand Rapids Board of Education (hereafter called "The Association") may use Board facilities to conduct legal Association business without charge provided the Association makes its request within a reasonable period of time prior to such usage.

B. BULLETIN BOARDS

Bulletin boards in the teachers' lounges, the inter-school mail, and equipment shall be made available for reasonable use by the Association. The employer shall also allow the Association and its members the use of the employer's telephone and email system for both official functions related to district employment and also for Association uses which are not a public function of the employer.

C. PROPERTY DAMAGE

The Association agrees to reimburse the Board for any damage or loss of school property entrusted to its use or care.

D. INFORMATION

The district shall provide the EGREA President/designee with an updated staff directory by the end of September. The district shall also provide the EGREA President/designee with the names of any bargaining unit member that has a change in classification or status after the opening day of school, including but not limited to retirement, resignation, termination, paid or unpaid leave and part/full time within fourteen (14) business days of the change.

E. BUILDING REPRESENTATIVES

The EGREA President/designee agrees to provide the Superintendent and building principals the names of association officers and building representatives on an annual basis by the end of September.

ARTICLE 4
TEACHER RIGHTS AND RESPONSIBILITIES

A. TEACHER SKILL

The Association and the teachers recognize that the basic duty of each teacher is to use their skill and expertise in the most effective and proper manner to improve the quality of the educational process in the East Grand Rapids Schools.

B. PREPARATION

The Association and the teachers recognize that the success of the teacher in fulfilling their duty to the school system and the profession is dependent upon, among other things, the devotion of reasonable extra time to self-improvement and out-of-school time for preparation of projects and lesson plans, grading of papers, evaluation of student progress, and counseling with parents and administrators. It is the responsibility of each teacher when absent to provide adequate instructions and plans for the substitute teacher.

C. REPRESENTATION ON COMMITTEES

The Superintendent/designee will send an email to staff before a new curriculum review begins indicating possible committee assignments and requesting emails of interest from staff.

ARTICLE 5
CURRICULUM ADVISORY TEAM

A. PURPOSE

There shall be established a Curriculum Advisory Team (CAT) for the purposes of having a shared understanding of the district's K-12 curriculum.

B. MEMBERSHIP

Membership on the CAT shall consist of five members appointed by the Association, five members appointed by the Superintendent of Schools and/or designee, one member appointed by the High School Student Council, and up to three community members selected by the Superintendent and/or designee. The CAT membership list will be finalized by the end of September.

C. AGENDA

Agenda items may be submitted by any member of the CAT. Agenda items must be submitted at least ten (10) working days prior to the meeting.

D. CAT RESPONSIBILITIES

The CAT shall serve as an advisory team for all new instructional programs being recommended by the district's Core Implementation Teams.

The CAT dates are collaboratively scheduled with Superintendent and/or Designee, and the EGREA President and/or Designee.

New curriculum proposals will be presented to CAT prior to presenting to the Board of Education. CAT is responsible for providing suggestions to improve/clarify the presentation and to ask clarifying questions in order to strengthen the presentation prior to the Board of Education review. The CAT serves in an advisory capacity and failure of the Board of Education to adopt any of the recommendations submitted shall not constitute the basis of a grievance.

ARTICLE 6
BOARD AND ADMINISTRATION RIGHTS

There is reserved exclusively to the Board all responsibilities, powers, rights, and authority vested in it by the laws and Constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting where expressly, and in specific terms, limited by the provisions of this Agreement. It is further recognized that the Board, in meeting such responsibilities and in exercising its powers and rights, acts through its administrative staff. It is agreed that the Board retains the responsibilities, among others, for establishing and equitably enforcing reasonable rules and personnel policies. The Board shall have the sole authority to establish, revise, and amend all handbooks, manuals, forms, and policies and procedures related to evaluation, staff discipline, employee placement, staff layoff and recall. It is expressly understood that the grievance procedure shall not apply to the aforementioned topics, except in those specific circumstances explicitly required for by law. The Board agrees not to modify the evaluation process for the duration of the Master Agreement.

ARTICLE 7
SCHOOL DAY

A. BASIC SCHOOL DAY

The parties agree that the district shall comply with state requirements for instructional days and minutes. Recommendations on daily schedules will be made at the building level to the Problem-Solving Committee for approval. Contractually agreed upon daily schedules will be published in Appendix C. The Problem-Solving Committee will make time adjustments whenever necessary to ensure compliance with state requirements.

1. **Elementary School**

a. The basic school day for elementary teachers shall begin 5 minutes before the start of school and shall end 5 minutes following the dismissal of students (Monday-Thursday), or its equivalency mutually agreed upon by and between the principal and the teacher. On Fridays or the days before holidays, staff may leave after the basic school day following the supervision of the dismissal of students.

b. The basic school day shall include a duty-free, uninterrupted lunch period of 50 minutes and, normally, a 20 minute break period in the afternoon unless the teacher is assigned supervision on a rotating basis among classroom teachers for recess duty. Recess duty shall be assigned to professional staff with a frequency for each individual staff member to average five (5) recesses for every twenty (20) days of school for students. For example, each elementary building's recess duty schedule will equate to approximately 1.25 recess duties for each full week of school.

c. The Board shall provide 180 minutes per week of preparation time for each elementary teacher assigned to a regular classroom. For the classroom teacher, the Board will endeavor to provide this 180 minutes when their classes are with special teachers. Special subject teachers, including special education teachers, shall receive 180 minutes of preparation time per week. In the event that special subject teachers, including special education teachers, are unable to receive 180 minutes of preparation time each week as part of their normal schedule, such teachers shall be compensated for such missed planning time at the hourly rate of 0.065%. Such payment shall not apply to those weeks

with unique circumstances (e.g. less than five days, involves an Act of God day, includes a unique school event, etc.).

d. Classroom teachers will assist special subject teachers:

i. Helping to establish a good working environment and class attitude for the special subject.

ii. Helping with discipline when serious problems arise.

e. When multi-grade level classes are assigned, the administration will, at the request of the teacher, consider providing aide help for the affected teacher.

f. Travel time between buildings shall not be counted as relief time for elementary teachers.

g. If a teacher participates in a team teaching assignment approved annually by the Superintendent/designee, one-half (1/2) day of team planning time shall be provided each semester. The organization and delivery of a team will be determined by its mission.

i. Co-teaching: two or more teachers teaching the same student together.

ii. Thematic: two or more teachers who plan, coordinate and integrate curriculum within a thematic unit. Their students work together to implement activities.

iii. Special Education Integration: regular and special education teachers plan together to facilitate special education students in regular education.

iv. Team Teaching: when the teachers share children as they transition through the integrated content areas. This could apply to same grade children or multi-age children.

v. One-half day of team planning will be provided each semester, approved by the building principal. The maximum time approved will be two half-days per year.

vi. In addition to the one half-day per semester, each teacher who participates in team planning shall be granted four (4) hours per month outside of the school day (excluding the months of half-day release time) for the purpose of team-planning. This time shall be paid at the professional development rate if the teacher chooses to utilize this time.

2. **Middle School**

a. The basic school day for middle school teachers shall begin 10 minutes before the start of school and shall end 5 minutes following the dismissal of students or its equivalency mutually agreed upon by and between the principal and teacher. On Fridays, or the days before holidays, the basic school day begins 5 minutes before the start of school and ends following the dismissal of students.

The basic school day shall be scheduled so that it results in five (5) assigned periods per day. An intervention, support, reteaching, or community building period of no longer than 30 minutes per day may be incorporated into the regular school day which does not count towards the five (5) assigned period limit as long as such minutes can be claimed under day and clock hour standards.

b. The basic school day at the middle school shall include a duty-free uninterrupted lunch period of thirty (30) minutes.

3. **High School**

a. The basic school day for high school teachers shall begin 5 minutes before the start of school and shall end 5 minutes following the dismissal of students, or its equivalency mutually agreed upon by and between the principal and the teacher. On Fridays, or the days before holidays, the basic school day begins 5 minutes before the start of school and ends following the dismissal of students.

The basic school day shall be scheduled so that it results in five (5) assigned periods per day of teaching. A support period, as outlined in Appendix C-5, shall be implemented starting at the

beginning of the 2026-2027 school year. This support period does not count towards the five (5) assigned period limit as long as such minutes can be claimed under day and clock hour standards.

b. The basic school day at the high school shall include a duty-free uninterrupted lunch period of at least fifty-eight (58) minutes.

4. Guidance Counselors, Social Workers, Psychologists, Teacher Consultants, Speech Pathologists, and Occupational Therapists

The basic day for guidance counselors, social workers, psychologists, teacher consultants, speech pathologists, and occupational therapists shall include time for meetings before and after school as needed and arranged with the building principal and/or district administrator.

5. Change in School Day

The beginning and ending of the basic school day may be changed upon mutual agreement between the Board and the Association.

B. ADDITIONAL SCHEDULED TIME

1. **All Buildings**

The building principal will schedule up to 18 after school staff meetings up to three (3) times a month on Wednesdays and these meetings will begin 15 minutes after students are dismissed at all buildings unless the building representatives and the building principal agree to move the meetings earlier. Such meetings will normally be one hour in length. Meetings will not be scheduled on Fridays, during any week of parent-teacher conferences, or on days before a holiday.

In addition to the scheduled time detailed above, all staff (elementary, middle school and high school) may be required to attend meetings of the special education team. Occasional building, grade level or district meetings will be scheduled. When these meetings are scheduled, they will not generally go beyond 4:30 p.m.

C. PARENT-RELATED ACTIVITIES

The Association recognizes the valuable contribution made to the education program by the Parent Teachers Association of East Grand Rapids and agrees that teachers will attend three (3) (open house plus two) parent-school or student-related activities when requested by the Administration.

D. PARENT-TEACHER CONFERENCES

Elementary Parent-Teacher Conferences

Elementary conferences shall be held over a two-week time period, two (2) times a year during the first and second semester. Dates will be determined by the end of the previous school year, and all three elementaries will hold their conferences on the same date(s).

Elementary conferences shall be two (2) evenings. The actual conference dates will be determined collaboratively between the administration and EGREA. Evening conferences will be from 4:00 pm – 7:00 pm. Each conference will be 12 minute sessions.

1. When conferences are held, teachers will have compensatory time of one day for each of the two evening conferences resulting in a total of two full compensatory days per year.

2. Part-time staff will have compensatory time equal to the amount of time above and beyond their teaching schedule during parent-teacher conferences.

3. For the life of this agreement, general education classroom teachers will be compensated for conference sessions over 24 students (based on hourly base pay (.065%) equivalent to this amount of time).

High School and Middle School Parent-Teacher Conferences

Middle and High School conferences shall be held over a period of time not longer than two weeks in the fall. Conferences at each building will include two evenings and one half day. Evening conferences will be held

from 4:00 p.m. to 7:00 p.m. One additional half day conference will be scheduled from 8:00 a.m. to 11:00 a.m. Three hours of building time will be held from 12:00 p.m. to 3:00 p.m. on the afternoon of the day of the morning conference session; during this time, it is expected that teachers will be in the building working on job related tasks that may include, lesson planning, curriculum development, grading and assessment, IEP meetings, meetings with students and/or parents, and other related work. These hours will not be counted as District Provided Professional Development (DPPD). The actual conference dates and times will be determined collaboratively between the administration and EGREA.

1. Teachers will earn one-half (1/2) day of compensatory time for every evening conference.

2. Part-time staff will have compensatory time equal to the amount of time above and beyond their regular teaching schedule during parent-teacher conferences.

E. GENERAL PROVISIONS

1. School buildings may be available to teachers during any weekday from 5:00 a.m. to 11:00 p.m. when school is in session. Teachers may have access to the building on non-school days from 5:00 a.m. to 11:00 p.m. with the approval of the building administrator. Under such circumstances, the teacher shall be responsible for the security of the building upon leaving.

2. The Board recognizes the interest of the Association in availability of classrooms and lounges for members of the bargaining unit. Correspondingly, the Association and members of the bargaining unit understand that the Board authorizes the use of its facilities, including classrooms and lounges, by other groups, and that such use necessarily interferes with the availability of such facilities to members of the bargaining unit. In order to minimize inconvenience, in the event of a conflict of use, the Board agrees to make available to the members of the bargaining unit such alternate facilities as may be reasonably available.

F. ADDITIONAL TIME

The Superintendent/designee may hold one two hour meeting per year.

G. PROFESSIONAL DEVELOPMENT

Full Professional Development days will be 6 and ½ hours in length. Professional Development ½ days will be 2 ½ hours in length or 3 hours in length.

H. PROBLEM SOLVING

A joint Problem Solving Committee will be composed of eight (8) members – four (4) administrators chosen by the Superintendent and four (4) teachers chosen by the President of the EGREA. This group will meet as needed during the school year and be jointly chaired by the Superintendent and the EGREA President. The agenda will be agreed upon by the Superintendent and the President of EGREA, and distributed by the Superintendent prior to the meeting when possible.

ARTICLE 8
PUPIL-TEACHER RATIOS AND CLASS SCHEDULES

In recognition of the fact that the pupil-teacher ratio is an important factor contributing to the standard of excellence previously achieved by the East Grand Rapids school system, the Board and the Association agree that the Board will attempt to keep class size at or below the following limits:

a. K-2nd - 27
b. 3rd-5th - 29
c. 6th and above - 30

In determining class size, students placed by an IEP in a general education classroom shall be counted as one for the purpose of student count but only for those class hours the student is present in the general education classroom.

Special education students that are mainstreamed will be placed in general education classes on an equitable basis provided that the placement is in the best interest of the child as determined by the building principal or IEP team.

In the event a class exceeds the above stated limits and a problem exists which causes an adverse impact on teaching effectiveness or in the event classroom composition causes such adverse impact on teaching effectiveness, the following procedure will be used:

1. The teacher will, in writing, define the specific problem(s) and state how such problem(s) cause an adverse impact on teaching effectiveness. It is agreed that exceeding the stated limit does not, without more, constitute a "problem" or cause an adverse impact on the implementation of this procedure.

2. The statement shall be given to and discussed with the principal and, if requested by either the teacher or the principal, the department head. A list of potential solutions shall be jointly identified with the final decision to be made by the principal within ten (10) school days.

3. The decision of the principal shall be implemented. At the end of two (2) weeks the teacher may, in writing, notify the principal that the decision was unsatisfactory and state the reasons why the principal's decision was not reasonable. In the absence of such notification, the decision of the principal shall be deemed to be accepted.

4. Upon notification under Paragraph 3, the teacher's statement to the principal shall be submitted to a committee of two (2) teacher employees and two (2) administrators of the East Grand Rapids school system within ten (10) school days, excluding both the teacher and the principal involved. If a majority of the committee agrees with the principal's decision or an alternate solution, the decision of the committee shall be implemented for not less than two (2) weeks. If a majority of the committee do not agree, or upon the expiration of the two-week trial period, the matter will be referred to Level 3 of the grievance procedure, provided that, in the event the matter is submitted to arbitration, the authority of the arbitrator is limited to whether or not the principal's decision or the committee's decision was a reasonable solution to the stated problem.

ARTICLE 9
STUDENT LEARNING OBJECTIVES REQUIRED UNDER MCL 380.1249

The parties agree that the student growth and assessment and student learning objectives measured and weighted as 20% of a teacher's evaluation shall be described in an evaluation manual published by the Board. It is expressly understood that the grievance procedure shall not apply to the aforementioned topics, except in those specific circumstances explicitly required for by law.

ARTICLE 10
INTER-SCHOOL TRAVEL

In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Teachers who are assigned to more than one school during the regular school day shall receive sixty (60) cents for each trip necessitated by such change, provided the teacher utilizes his/her automobile for such move. Every attempt will be made so that no employee will have to travel during his/her lunch hour. Any employee required to travel during their lunch hour will be paid .065% of the base at one ten-minute increment.

ARTICLE 11
REQUIREMENTS UNDER MCL 380.1248

The Board shall not use length of service as the sole factor in personnel decisions, however, the Board may use length of service as a tiebreaker after all other factors in the Board's layoff policy have been evaluated. It is expressly understood that the grievance procedure shall not apply to the aforementioned use of length of service as a tiebreaker or its impact on any employee.

ARTICLE 12
PHYSICAL EXAMINATION

A. NEW EMPLOYEE

Any person who is newly employed in the East Grand Rapids Schools shall, before reporting for duty, be examined by a licensed physician who shall file a written report to the Superintendent indicating the employee's physical condition on a form furnished by the Board. Employment in any position shall be contingent upon the employee's physical fitness for their duties being approved by the examining physician.

B. EXAMINATION REPORT

1. Each employee may request an examination by their personal physician every three (3) years. The results of such examination shall be reported upon a form furnished by the Board.
2. The cost of each initial and three (3) year physical examination will be paid by the Board, except that the employee shall submit the bill to their insurance company and the Board will pay the balance not covered by insurance.

C. EXAMINATION REQUIRED

If a question of mental or physical fitness is a determining factor in the continuing employment of an employee, the Board may require an examination by a physician of its choice. If the employee so desires, a physician of the employee's choice, as well as a physician of the Association's choice, paid by the Board, may be also selected for confirmation or negation examinations. The Board shall request the three physicians to confer and make a report of their findings.

D. EXTENDED ILLNESS

Any employee absent because of an extended or serious illness shall furnish the Superintendent, prior to return to service, a statement from a licensed physician indicating that their health is satisfactory for return to duties.

ARTICLE 13
PROCEDURE WHEN ABSENT

When an employee finds it is necessary to be absent from their regular teaching (professional) assignment, they will submit the absence through the online system, even if a substitute is not needed. In the event that there are unique or extenuating circumstances and the employee cannot reach the online system, the employee will contact the building administrator or designee by telephone.

ARTICLE 14
LEAVES OF ABSENCE

Seniority shall not accrue during any period of layoff or unpaid leave of absence the length of one semester or more (except for sabbatical leave as defined in Article 14 L).

A. DISABILITY LEAVE

In the event an employee is disabled due to illness, injury, or pregnancy, full salary shall be continued and charged against disability leave until disability leave is exhausted.

Each employee shall be credited with ten (10) days of disability leave on the first of each school year provided that the employee reports for duty on that day. Those who report for duty after the first day of the school year shall be credited with disability leave on a pro rata basis.

Those employees who have used five (5) days or less of their disability leave during the prior school year shall be credited with an additional two (2) days.

Disability leave may be accumulated without limitation.

A day of disability leave for less than full-time employees is the portion of a full day for which they are contracted to work.

An employee who changes from less than full-time to full-time shall have their accumulated disability leave days converted to the equivalent of full-time disability leave days. For example, an employee under 80% contract with ten (10) accumulated disability leave days shall, upon changing to full-time, be credited with eight (8) full-time disability leave days.

An employee with accumulated sick leave who is unable to assume duties on the first day of any school year due to disability caused by illness, injury, or pregnancy may use such accumulated disability leave, provided that they are not otherwise employed and are not eligible for any benefits under Act 136 Public Acts of 1945, as amended (Workers Disability).

Upon return to full duties under this Agreement, the employee shall be credited with ten (10) days disability leave which may be used retroactively. If maternity leave occurs during spring vacation, an individual may use up to five (5) additional disability leave days. If maternity leave occurs during holiday vacation, an individual may use up to ten (10) additional disability leave days.

If, during any school year in which an employee has assumed duties, disability leave is exhausted, he/she shall be credited with an additional number of disability leave days equal to 50% of the accumulated disability leave days as of the end of the prior school year, not to exceed thirty (30) days. During such additional disability leave, the employee shall be paid the difference between the employee's salary and the salary paid to a substitute.

When an employee's accumulated and additional disability leave is exhausted, further absence will result in full deduction of salary during the period of absence based upon the ratio of days of such absence to paid

contractual days times the annual salary. Fringe benefit premium cost will become the responsibility of the employee after the employee's accumulated and additional disability leave are exhausted. If the absence qualifies under the Family and Medical Leave Act, provisions of the Act will apply and the Board's contribution for insurance premiums will continue through the FMLA benefit period. The Board will give the employee timely written notification as to when the employee will be financially responsible for said premiums and the amount of such premiums. The Board will pay monthly premium costs equal to the percentage of the school year that the employee worked or had Board paid disability leave. An insurance year for purposes of computation will commence January 1.

Any employee whose disability extends beyond the period of compensation provided by the accumulated or additional sick leave provisions shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness, provided, however, that such leave of absence shall not extend beyond a period of one (1) calendar year from the date of last payment unless extended by the Board.

Seniority shall not accrue during any period of an unpaid leave of absence the length of one semester or more. Written notification to the Superintendent of intent to return from an unpaid disability leave of absence must be given at least fifteen (15) work days prior to the date of return at the elementary level, and fifteen (15) work days prior to the beginning of a marking period at the secondary level. If an employee who has been on Long-Term Disability is able to return earlier than the timelines specified above, the Board will return the employee to the same or comparable job held by the employee before going on leave, although it is recognized that such assignment cannot be guaranteed.

Any employee on leave of absence without pay of one semester or more shall not be entitled to advancement on the salary schedule and seniority shall not accrue. Upon return from leave of absence, the Board will make every effort to return the employee to the same or comparable job held by the employee before going on leave, although it is recognized that such assignment cannot be guaranteed.

Any employee who is absent because of an injury or disease compensable under the Michigan Workers Compensation Law shall receive either disability benefits provided by the Workers Compensation Law or the sick leave benefits herein provided. Board payments to an employee shall be charged against the employee's accumulated and additional sick leave days until such days are exhausted at which time the employee would transfer to weekly benefits as provided by the Workers Compensation Law. All potential claims against Workers Compensation should be documented within twenty-four (24) hours of the occurrence by completing the "Report of Injury to Employee" form.

B. ADOPTION LEAVE

Upon at least sixty (60) days advance request a full-time non-probationary employee shall be granted an adoption leave for a newly adopted child, of up to ten (10) days charged against the employee's disability leave, until disability leave is exhausted. The Superintendent may grant up to five (5) additional days if extended travel is required.

C. ILLNESS AND DEATH IN THE IMMEDIATE FAMILY

Absence without loss of salary for up to five (5) work days for each occurrence within the categories enumerated below shall be allowed (Immediate Family shall be defined as spouse, children, parents, parents-in-law, brothers or sisters, brothers-in-law or sisters-in-law, grandparents, grandchildren, daughters-in-law, and sons-in-law):

1. Death in the employee's immediate family.

2. Emergency illness in the employee's immediate family.

The Superintendent shall have discretion to grant emergency leave for death, illness, or other emergencies which are not specifically covered under the terms of this paragraph. If the Superintendent grants emergency leave not covered by C.1 and 2, the teacher shall be required to pay the current substitute rate for each day of absence.

Each day of absence specifically covered under the terms of Section C.1 and 2 of Article 14 shall be charged against the employee's disability leave days. The first two (2) days of bereavement leave will not be charged against accumulated sick leave.

If circumstances arise where an employee needs to attend the funeral of an extended family member or friend, personal leave shall be utilized. In cases in which personal leave has been exhausted at the time of the funeral, the employee may request from the Superintendent to have such time deducted from the following year allotment of personal days. Employees may not have days advanced more than one year ahead of schedule.

D. PERSONAL LEAVE

Each employee shall be allowed up to three (3) days of personal leave, without loss of pay, each school year. Unused personal leave days will be rolled into an employee's accumulated disability leave days. A day of personal leave time for less than full-time employees is the portion of a full day for which they are contracted to work.

Application for use of personal leave shall be approved by the building principal, and except in cases of emergency, not less than five (5) work days in advance. The following shall apply to the use of personal leave time unless an exception is approved by the Superintendent:

1. Elementary building principals may approve up to two (2) persons' personal leave requests per elementary building per school day.
2. The middle school principal may approve up to three (3) persons' personal leave requests per school day.
3. The high school principal may approve up to four (4) persons' personal leave requests per school day.
4. Individual employees may extend only one holiday per school year using personal leave time. Such holidays include Thanksgiving, the winter break commencing in December, Spring Break, and Memorial Day.
5. Extensions of the Labor Day holiday are not permitted.

E. ABSENCE FOR OTHER REASONS

When absent from duty for reasons not covered by this Agreement, but for reasons which are approved in advance by the Superintendent, the established rate of a substitute teacher shall be deducted from the employee's base salary for a period not to exceed five (5) days in any school year, and thereafter the pro rata deduction will be made.

F. CHILD CARE LEAVE

Upon at least sixty (60) days advance request, a full-time non-probationary employee shall be granted a child care leave of absence, without pay or other benefits, beginning either upon the conclusion of a disability leave due to pregnancy or upon the delivery of an adopted child, whichever is applicable; provided that such leave will be granted to only one of two parents both of whom are employed by the Board. Provisions of the Family and Medical Leave Act will apply for qualified absences.

Such leave shall extend for not less than the balance of the semester within which it begins and for not longer than such balance plus two (2) additional semesters; provided that, upon the death of the object child, the leave may be terminated in the Board's discretion.

The employee shall, not less than sixty (60) days prior to the expiration of the leave, notify the Board of intent to return. Failure to do so shall be conclusively presumed to be a resignation of employment. Provided that proper notice of intent to return has been given, the employee shall, at the beginning of the next semester following the expiration of the leave, be placed in their same or comparable position.

G. ABSENCE FOR JURY DUTY

Any employee summoned to jury duty shall be paid their full salary for each working day of absence, provided that the employee pays the Board the jury fee less mileage expense.

H. COMPULSORY ABSENCE

Any employee served with a subpoena resulting in involuntary absence shall be paid their full salary, provided that the witness fee less mileage expenses is paid to the Board.

I. MILITARY LEAVE

Any employee who is called into the armed services of the United States, or who is activated as a member of the reserve forces, or who enlists in anticipation of induction, or who enlists during a period of time when this country is actively engaged in an open hostility involving active acts of warfare, shall be granted leave of absence without pay for the period of such absence. Full credit on the salary schedule for each calendar year or

major portion thereof spent in such military service will be granted to those so leaving East Grand Rapids employment service and returning thereto, provided that rights under this paragraph will terminate upon any voluntary extension of such military service.

J. LEAVE FOR GRADUATE STUDY

An employee on leave for a year's graduate study will be allowed a year's credit on the salary schedule provided the employee satisfactorily completes their graduate study.

K. ASSOCIATION LEAVE

The following leave days will be provided for officers or representatives of the Association (EGREA) for official union business purposes:

Five (5) work days per school year with no deduction in pay. An additional ten (10) days per school year with the prevailing daily rate of an East Grand Rapids substitute teacher's salary paid by the Association, but with no deduction in pay for the staff person using the Association leave.

The request for Association leave will be made in writing to the Superintendent and signed by the President of the Association. Unused days are not to be accumulative and may not be used in another contract year.

No teacher will be absent from the classroom more than three (3) work days per year for the purpose of conducting EGREA business.

L. SABBATICAL LEAVES

All teachers shall be eligible for a one (1) year recurring study leave after completing no less than seven (7) years of professional service in the East Grand Rapids Public Schools. Granting of this leave shall be solely at the discretion of the Board. If the leave is granted, the Board will pay a teacher one-half (1/2) of the contractual salary ordinarily received. The following school year, the teacher must return to the East Grand Rapids Public Schools and render at least two (2) consecutive years of satisfactory service. A one (1) semester study leave may also be granted under the same terms, except the obligation to return to the East Grand Rapids Public Schools shall be for one (1) year. While on sabbatical leave, the teacher's seniority and salary experience shall accrue. Teachers shall also be allowed credit toward retirement for time spent on leave provided that the service time is accepted by the Michigan Public Schools Employee Retirement System.

M. CONDITIONS APPLICABLE TO ALL LEAVES OF ABSENCE

Any employee desiring a leave of absence heretofore described, or a leave of absence for any reason not mentioned, shall apply, in writing, to the Superintendent indicating the period of proposed absence and the reason therefore. Approval of all leaves and extensions shall be discretionary with the Superintendent or Board, except as otherwise provided herein. If the request for leave is approved, the approval shall indicate the period of absence, whether it is without or with pay, whether or not it will be charged against sick leave, and (if it extends into another school year) whether the employee will receive credit on the salary schedule for the period of absence. Upon return from any approved leave, the employee shall be credited with unused sick leave which they had at the time the leave began, but shall not be credited with sick leave days for the period of the leave of absence.

N. NOTICE OF INTENT TO RETURN FROM LEAVE

Employees on leave must give the Superintendent written notice of intent to return according to the timelines specified for such leave in the contract, or if not specified in the contract, according to the letter from the Superintendent authorizing such leave. Failure to provide such notice as required in this contract shall terminate the employee's reinstatement rights to the extent permitted under the Michigan Teacher Tenure Act.

O. SEPARATION FROM THE DISTRICT

When official and irrevocable notice that an employee will separate from the District is provided to the Superintendent by March 15th, and if the employee has 10 + years of service, the following sick day buyout will be offered. The sick day buyout is not available in the years a retirement incentive plan is offered unless the employee is not eligible for the ERI. It is understood that when an employee provides official and irrevocable notice, such notice shall be considered public information for the purpose of internal communications and communications with the public. Amounts paid to employees shall be determined based on their years of service and their total accumulated disability leave days remaining after their last day of work. Payments will be made on the second pay period in June.

Per Day Payment Amount Based on Minimum Service

Accumulated Sick Leave Days	10 years	15 years	20 years	25 years	30 years
1-100	$50	$55	$60	$65	$70
101-200	$50	$55	$60	$70	$75
201-300	$50	$60	$65	$75	$80

Employees shall be paid the per day amount that corresponds to their years of service and total accumulated leave days remaining on their last day of work for all days. Under no circumstances shall an employee be eligible for a payment that exceeds $24,000.

All payments shall only be made to an eligible tax deferred 403b account as a non-elective employer contribution. Employees without an active 403b account on file with the District shall forfeit such payment. In instances where an employee was previously employed with the District, and that employee experienced a bona fide separation from employment with the District, only to once again be reemployed with the District, that employee's most recent employment date shall be used for determining eligibility for this payment. For employees continuously employed with the District, but previously serving in a non-EGREA recognized position for a period of time during their employment history, the most recent date that employee was employed in a EGREA position shall govern the implementation of this language.

Illustrative Examples:

1) An employee with 22 years of service and 201 accumulated leave days would be paid $65 x 201 for a total payment of $13,065.
2) An employee with 25 years of service and 99 accumulated leave days would be paid $65 x 99 for a total payment of $6,435.

In such circumstances when official and irrevocable notice is provided after March 15th, the employee shall be paid $50 per day to a maximum of $7,000.

In all instances, it is expressly understood that an employee shall complete their full contract year to be eligible to receive the above sick day buyout. In cases of extreme hardship, an employee may petition the Superintendent to waive the March 15th notice requirement, in which the Superintendent has the sole discretion to approve or deny this request. In all instances, the Superintendent's decision is final. The Superintendent's decision is not subject to the grievance procedure.

ARTICLE 15
DISCIPLINE

A. STUDENT DISCIPLINE

1. When in the judgment of the teacher a child requires the attention of professional personnel, the principal shall be so advised in writing. The Board will take reasonable steps to assist the teacher with respect to such a child.

2. A teacher may direct a student from the classroom to the principal's office when the grossness of an offense, the persistence of misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as their teaching obligations will allow, full details of the circumstances.

   In situations involving minor infractions, after dealing with the child, the principal or designee may decide that the child be returned to the classroom. The teacher shall be notified and the teacher and the principal or designee shall consult as soon thereafter as their mutual professional obligations will allow.

   In situations involving major infractions, after dealing with the child and conferring with the teacher as to the resolution of the problem, the principal or designee may return the child to the classroom.

3. A teacher may use such physical force as is necessary and pursuant to Board Policy to protect themself, the student, or other students from injury.

B. ASSAULT UPON A TEACHER

Any assault by a student on an employee or their personal belongings in connection with the employee's employment shall be immediately reported to a principal or the Superintendent.

C. REQUEST FOR LEGAL COUNSEL

If criminal or civil proceedings are brought against an employee arising out of disciplinary action taken by the employee against a student, the Association, after review of the facts of the case, may request the Board to furnish legal counsel to defend the employee in such proceedings. The request shall not be subject to the grievance procedure hereinafter provided, and the decision of the Board shall be final and conclusive.

D. PERSONAL PROPERTY

Any employee whose personal property is damaged or destroyed as a result of an assault by a pupil while the employee is acting in line of duty in the school, or on school premises, shall be reimbursed for such loss by the Board unless covered by insurance.

E. LOSS OF PAY

There shall be no loss of pay for time lost by an employee in connection with legal proceedings brought against the employee as a result of their actions related to maintaining discipline provided that the employee is not determined guilty of a criminal or civil charge as related to the incident.

ARTICLE 16
PROFESSIONAL RESPONSIBILITIES FOR CONTINUATION OF THE EDUCATIONAL PROGRAM

The Board and the Association agree that, in keeping with the high standards of the teaching profession, all differences between them shall be resolved by the orderly procedures provided in this Agreement without interruption of the school program.

Accordingly:

A. The Association agrees that during the term of this Agreement, it will not direct, instigate, encourage, or support any cessation or interruption of services by any employee within the bargaining unit and pledges itself to the purpose of insuring continuation of the educational program.

B. Employees of the East Grand Rapids Board of Education represented by the Association, and each of them agree that, during the term of this Agreement they will not direct, instigate, participate in, or encourage or support any cessation or interruption of services by any member of the bargaining unit and pledge themselves to the purpose of insuring continuation of the educational program.

C. In the event there is an alleged violation of this Article, the Association shall, within 48 hours of the Board's request, provide to the Board, in writing, notice to every employee of the Board of Education represented by it that such activity is a violation of the Contract and that such activity, in and of itself, is cause for termination of employment, and that each and every employee is to immediately cease such activity.

ARTICLE 17
GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "Grievance" is a claim by one or more employees of improper application of this Agreement. However, any employee who has a claim based upon an event which affects a condition of employment not covered in this Agreement may process a grievance, pursuant to its procedure, up to and including Level Three but it shall not be arbitrable.

2. An "Aggrieved Employee" is the employee or employees who is/are currently employed, including those laid off, on official leave, and terminated by the district and has a grievance.

B. PURPOSE

1. The purpose of the grievance procedure is to secure, at the lowest possible administrative level, proper solutions to grievances. Both parties agree that grievance proceedings shall be kept as informal and confidential as appropriate at all levels of the procedure.

2. Nothing herein shall prohibit any aggrieved teacher from discussing their grievance informally with any member of the administration.

C. PROCEDURE

Since it is important that grievances be processed as rapidly as possible, the time limits referred to in this procedure are maximums. Time limits may be extended only by the written agreement of the Board and the Association. All time limits are work days, those days when the District administration office is open, excluding Saturdays, Sundays, holidays and vacation days within the school year.

Level 1—An Aggrieved shall, within seven (7) days after the facts giving rise to the grievance have first occurred, discuss the grievance, either alone or with an Association representative, with their immediate supervisor, specifically identifying the discussion as being a Level 1 grievance matter.
The Association may discuss a grievance with the immediate supervisor specifically identifying the discussion as being a Level 1 grievance matter, and identifying the provision(s) of the Agreement which may have been violated. It is agreed that the individual grievant(s) is/are identified in writing if the grievance advances to Level 2.

Level 2—In the event the grievance is not resolved within five (5) days of the Level 1 discussion, the grievance may be reduced to writing, stating the facts giving rise to the grievance and identifying the provisions of this Agreement which have been violated, signed by the Aggrieved, and delivered to the Aggrieved's immediate supervisor. The written grievance shall be delivered no later than 3:30 p.m. on the 11th day following the first occurrence of the facts giving rise to the grievance.
The immediate supervisor shall provide a written response to the Aggrieved within five (5) days of receipt of the grievance.

Level 3—If the grievance is not resolved at Level 2, the Aggrieved may, within five (5) days from the immediate supervisor's response or the date such response was due, or whichever is shorter, deliver the grievance to the office of the Superintendent.

The Superintendent or designee shall, within five (5) days from the receipt of the grievance, meet with the Aggrieved and, if requested by the Aggrieved or the Association, an Association representative. The Superintendent or designee shall provide a written response to the Aggrieved and the Association within five (5) days from the Level 3 meeting.

Grievances claiming a violation of Association Rights may be filed at Level 3 by an Association representative. Such grievances shall be filed within the Level 1 time limits and shall be in writing the same as at Level 2.

Level 4—If the grievance is not resolved at Level 3, the Association and the Aggrieved may, within twenty (20) days from the final decision of the Superintendent or the date such decision was due, whichever is shorter, submit the grievance to arbitration by written notice to the Superintendent. If, within seven (7) days from the receipt of the notice by the Superintendent, the parties have not mutually agreed upon an arbitrator, the Association shall, within the next seven (7) days, submit the grievance to the American Arbitration Association in accordance with its rules and regulations which shall likewise govern the arbitration hearing.

The arbitrator shall have the authority to decide only unresolved grievances timely raised involving the interpretation or application of specific terms of this Agreement and shall have no authority to alter, ignore, add to, or subtract from any of the terms of this Agreement as written.

The award of the Arbitrator, within the scope of his authority, shall be binding upon all parties. Costs for the services of the Arbitrator shall be borne equally by the Board and the Association.

D. GENERAL PROVISIONS

1. It is expressly understood that the grievance procedure shall not apply to any matter for which a statute or regulation provides a procedure for obtaining relief: e.g., Teacher Tenure Act.

2. In the event a grievance is raised after May 1 of any school year, the Board, the Association, and the Aggrieved shall use their best efforts to process the grievance before the end of the school year.

3. Any grievance not advanced to the next step in accordance with this Article shall be deemed resolved on the basis of the last response, or if no response has been given, shall be deemed to have been abandoned.

4. Only one grievance shall be presented to an arbitrator in any one hearing unless the parties mutually agree to combine grievances for the same arbitrator.

5. Awards for back pay shall be limited to one pay period prior to the first filing in writing of the grievance.

6. The time and date of receipt of all grievance documents shall be placed on the documents and shall be initialed or signed by the Aggrieved, Association representative, if present, or Board representative, with a copy for each party.

7. Conferences relating to grievances shall be held during non-working hours or at otherwise mutually agreeable times.

8. Settlement of grievances shall be in writing and signed by all parties. Those grievances settled at Level 1, Level 2, or Level 3 shall be without precedent unless also signed by the Superintendent and Association representative.

9. In the event more than one person is an Aggrieved, only one such person shall be present at conferences or other meetings regarding the grievance unless otherwise agreed. Further, only one such person need acknowledge receipt of grievance documents. Forms for filing and processing grievances shall be made available by the Board.

ARTICLE 18
CALENDARS AND SALARY SCHEDULE

A. SALARY SCHEDULE

The salary schedule covered by this Agreement is set forth in Appendix A and shall apply to the 2025-26 school year. The salary schedule in Appendix A shall be increased 2.5% in 2026-27 (identified as Appendix A-1). For the 2027-28 school year, the salary schedule shall be negotiated and it is expressly understood that no other term of this contract, except as expressly identified in Article 18F, shall be considered open for negotiations. The salaries contained therein shall be full compensation for the services performed by employees. The compensation for extra-duty assignment is set forth in Appendix B. The salaries in Appendix A and Appendix B shall be effective as of the first payroll of the applicable contract year.

B. CALENDARS

The calendar for 2025-2026 is set forth in Appendix C1. The 2026-2027 calendar is set forth in Appendix C2. The calendar for 2027-2028 is set forth in Appendix C3.

C. INTERPRETATION OF THE SALARY SCHEDULE

1. **Master's Degree**

   Any teacher whose initial contracted employment with the Board commences after the 1986-87 school year will be required to obtain a Master's Degree from an accredited college or university in order to be compensated on the Master's or any Master's plus salary schedule. A Master's equivalent will not be accepted.

   Effective with the 2013-2014 school year, the initial Master's degree must be in an education related area in which the teacher holds an endorsement, or in an education related area approved by the Superintendent.

2. **Intermediate Steps**

   Effective with the 2013-2014 school year, a MA+20 S.H. scale will be established and the BA+20 S.H.; M.A+15 S.H.; M.A+30 S.H.; MA+45 S.H. are no longer available for advancement, except for those employees who have greater than a MA+30 (31 to 44 credits earned) may advance to the MA+45 scale provided they complete approved credits prior to August 31, 2014. Those employees on the BA+20 S.H., MA+15 S.H., MA+30 S.H., MA+45 S.H. scales as of the start of the 2013-2014 school year and any

employee who reaches the MA+45 scale under this section shall remain on that scale and be allowed to advance on those steps as provided in the bargaining agreement.

Effective with the 2014-2015 school year, a Two Master's Degrees scale will be established. To qualify for the Two Master's scale, the second Master's degree must provide additional certification/endorsement in an education related area, or have prior approval of the second Master's degree from the Superintendent. Current employees who meet the qualifications for the new schedules will be placed on those schedules effective for the 2014-2015 school year. Employees who were on the MA45 scale during the 2012-2013 school year, but do not possess a second Master's degree will be allowed to advance to the Two Master's Degree scale if at least 30 of their 45+ hours were earned from approved graduate courses. The additional increment shall be granted on the appropriate schedule the semester following the furnishing of satisfactory proof of attainment of the required graduate level college credit hours.

3. **Prior Service Credit**
Credit on the East Grand Rapids salary schedule may be allowed to those new employees with satisfactory prior teaching experience. The number of years of prior experience credit, if any, will be at the discretion of the Superintendent. Any credit to be granted would be included in the initial contract with the Board.

4. Credit on the salary schedule will be granted at the rate of one year for each two years in the Armed Services to those entering teaching in the East Grand Rapids school system. (Maximum eight (8) years, including prior teacher service credit.) Full credit on the salary schedule for each year or major portion thereof in the Armed Services will be granted to those leaving East Grand Rapids' teaching service and returning thereto.

5. Longevity Schedule
Longevity payments are integrated into the salary schedule and no additional longevity payments shall be payable to any employee except as outlined below:

In recognition of the continued service from those employees whose employment with the District commenced within the date ranges listed in the Longevity Schedule below, a longevity payment shall be made once per year. Payments shall be made as a lump sum payment in the first payroll in May only for those employees active and in good standing. All payments shall only be made to an eligible tax deferred 403b account as a non-elective employer contribution. Employees without an active 403b account on file with the District shall forfeit such payment.

For employees less than 1.0 FTE, payments shall be prorated accordingly. In instances where an employee was previously employed with the District, and that employee experienced a bona fide separation from employment with the District, only to once again be reemployed with the District, that employee's most recent employment date shall be used for determining eligibility for this longevity payment. For employees continuously employed with the District, but previously serving in an non-EGREA recognized position for a period of time during their employment history, the most recent date that employee was employed in a EGREA position shall govern the implementation of this language.

Longevity Schedule:

Eligible Employment Start Dates	Annual Longevity Payment
Employment start date on or before January 1, 2012	$2500.00
Employment start date on January 2, 2012 but before January 1, 2014	$1875.00
Employment start date on January 2, 2014 but before January 1, 2015	$1250.00
Employment start date on January 2, 2015 but before January 1, 2016	$625.00
Employment start date on or after January 2, 2016	Not eligible

It is expressly understood that this longevity payment program shall expire and sunset from the Master Agreement on June 30, 2028.

D. SALARY PAYMENTS

Employees shall receive their contractual salary in 24 equal payments. Payments will be made by the district on the 2nd and 4th Fridays of each month. Tax deductions will be withheld from all payments. Authorized deductions will be withheld from all payments.

E. SUMMER SALARY IN LUMP SUM

All teachers will be paid their annual salary in 24 or 19 equal installments, with the default being 24 installments.

Requests to be paid in 19 installments must be received by August 10 of the applicable contract year.

Additionally, any teacher who wishes to receive their accumulated deferred salary from 24 installments in a lump sum at the close of the school year, because they are leaving the district, may do so by making a written request at the time they notify the district of their intent to not return.

F. SALARY—STEP ADVANCEMENT

All faculty will advance one step for the 2025-26, and 2026-27 school years. Steps for the 2027-28 school year shall be subject to negotiations as part of the 2027-28 salary schedule negotiations and no steps shall be granted unless expressly agreed to by both parties. Steps for the 2028-29 school year and beyond shall be determined through subsequent negotiations. Faculty who receive a Needing Support overall evaluation rating shall not have any compensation change the school year immediately following the Needing Support rating. Because of the possibility of prior service credit as explained in Article 18.C.3, step placement on the salary schedule will not always correspond to the years of service in the district.

G. CONTRACT PAY CALCULATION

For teachers working less than full-time, contract pay will be calculated and paid on a pro-rated basis just as their work responsibilities are pro-rated.

Middle School/High School

For a secondary teacher the compensation amount will be calculated by using the number of periods taught each semester per day as the numerator and the denominator will be the total number of student periods per day, minus one (1). For example, a teacher at the middle school or high school (six period student day) teaching three periods per day will be paid on a 3/5ths or 60% contract that semester. Using this formula and method of calculation will then include compensation for a prorated preparation period automatically.

NOTE: The same formula will be used when a secondary staff member teaches an “overload” (fulltime, plus teaching for a semester during their preparation period).

ARTICLE 19
PAYMENT FOR EXTRA-DUTY ASSIGNMENTS

A. COMPENSATION

For extra-duty assignments outside the normal load, compensation shall be paid according to Appendix B. Contracts for such duties shall be entered into between the Board and the employee on an annual basis.

B. ASSIGNMENT EXTENSION

When an employee’s regular assignment extends beyond the normal school year, the additional time shall be compensated at a pro rata share of their base annual salary, except as otherwise provided in the schedule for extra-duty assignments.

ARTICLE 20
SUBSIDY FOR GRADUATE STUDY

In order to encourage those members of the staff who desire additional training, the Board of Education, will subsidize graduate training for courses approved in advance by the Superintendent at any publicly supported Michigan university by reimbursing the teacher for tuition costs based on the criteria detailed below. For graduate work taken out of state or at a private university, the reimbursement will be computed at the average cost of tuition at the University of Michigan, Michigan State University, and Western Michigan University based on the criteria detailed below.

- When the teacher receives tuition reimbursement from a source other than the East Grand Rapids Board of Education, the Board shall not be required to make duplicate payment.
- The reimbursement for authorized courses will be up to one-half the actual cost of tuition.
- The board limits its responsibility to a maximum payment of $12,000 per contract year (July 1–June 30) for all teachers involved. Said payments shall be divided equally amongst those teachers who have received prior approval from the Superintendent, as described above. No teacher shall receive payment for a second class unless the maximum amount total payment ($12,000) has not been reached.

To receive tuition reimbursement, evidence of successful completion of the approved courses must be presented to the Superintendent. Forms for this purpose will be available in the school office. Each individual requesting tuition reimbursement shall be responsible for reporting any reimbursement from another source. Failure or refusal to provide information relating to tuition reimbursement from other sources shall be cause for discipline up to and including termination.

Criteria for successful completion and reimbursement

- The course has the prior approval of the Superintendent.
- Evidence of completing the course at an equivalent grade point of 3.0 or higher.
- Payment will be up to ½ of tuition to all of those who have taken one class.
- If money remains in the fund, all those who have submitted a second request for reimbursement of successful course completion will receive up to ½ of tuition on an equally shared basis.
- If money is left in the fund, all of those who have submitted a third request for reimbursement of successful course completion will receive up to 1/2 of tuition on an equally shared basis.

ARTICLE 21
FRINGE BENEFITS

In order to qualify for benefits under this Agreement, there are certain underwriting requirements and other responsibilities that must be met by the employee and the Board. The following items are applicable to all insurance benefit coverages stated in this Article unless otherwise specified.

1. Upon submission of a proper written application form to the East Grand Rapids Business Office, the Board shall provide the benefits described in this Article for those employees who meet the qualification stated in this Agreement.

2. Employees newly hired, recalled by the Board, or returning from leave shall be eligible for Board paid premiums upon completion of appropriate forms. Such coverage shall become effective on the first day they assume their duties.

3. Changes in family status shall be reported by the employee to the Business Office within thirty (30) days of such change. All changes must be submitted in writing on the proper form. The employee shall be responsible for any overpayment of premiums made by the Board in their behalf for failure to comply with this. The Board will not be responsible for retroactive premiums because of failure by the employee to complete forms in a timely manner or meet underwriting requirements.

4. The Board agrees to provide the benefit programs described, but within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policyholder.

5. Employees working less than a full contract year shall have benefits terminated on the first day of the month following termination of employment. Provided that the employee has fulfilled all contractual obligations, benefits will be provided during all twelve (12) months of the contract year, and the July and August Board portion of the premiums will be paid by the Board.

6. To be eligible for coverage (or increase in coverage), employees must be able to perform the carrier's "at work requirement" with this employer before benefits are effective.

7. Board paid premium contributions for less than full-time employees shall be on a pro rata basis, not to exceed the pro rata portion of the maximum Board contribution for the applicable category contribution.

8. Employees who have Board provided term life insurance, have a thirty (30) day conversion right upon termination of employment. Any employee electing their right of conversion in order to keep their life

insurance in force must contact the insurance carrier within thirty (30) days of their last day of employment.

9. An open enrollment period for health insurance shall be provided annually during the month of November with changes effective the following January 1.

10. An employee or spouse and/or qualified dependent(s) eligible for Medicare shall enroll for Medicare benefits (parts A. and B.) within thirty (30) days of their first eligible date.
    a. Employees (teachers) eligible or who have spouse and/or qualified dependents eligible for Medicare benefits on or after January 1, 1983, must notify the Board of Education, in writing, of their primary program election.
    The employee's election of primary carrier (Medicare or the school provided plan) shall be subject to the final provisions of T.E.F.R.A.
    b. To the extent permitted by law, premiums for Medicare supplement and Medicare (part B.) premiums shall be paid on behalf of the employee (teacher), spouse and/or qualified dependents eligible for Medicare.
    c. The Board of Education will not be liable for any penalties against the employee by the insurance carrier as the result of their election.
    d. All of the above language of Article 21.11, shall be subject to the final federal regulations of T.E.F.R.A.

11. The Board paid benefits are for all bargaining unit members and their eligible dependents, as defined by the insurance carrier.

12. The descriptions of benefits in this Article are only general in nature and are superseded and controlled by the terms and conditions of the applicable insurance plan, a copy of which is available for inspection during normal working hours at the Business Office of the Board and are subject to underwriting rules and regulations. A copy will also be filed with the Association President.

13. The Board of Education shall be responsible for providing insurance information (certificates of insurance, claim forms, and application forms) made available to them by the insurance company. This information will be available upon request.

A. MEDICAL CARE BENEFITS

Effective January 1, 2026, the following language shall govern the Board's contribution to employee health insurance.

Except as otherwise provided under the Local Contribution Cap, below, all employer or employee contributions towards medical benefit plan costs shall conform and comply with the Publicly Funded Health Insurance Contribution Act (PA 152 of 2011). For each year identified in the Local Contribution Cap below, the Board shall contribute the listed amount toward an employee's medical benefit plan costs. Medical benefit plan costs in excess of the employer's contribution shall be paid by the employee through a payroll deduction.

Local Contribution Cap				
Local Contribution Increase %		**2.90%**	**5.00%**	**4.00%**
Plan Type	**Calendar Year 2025 (baseline)**	**Calendar Year 2026**	**Calendar Year 2027**	**Calendar Year 2028**
Single	$7,718.26	$7,942.09	$8,339.19	$8,672.76
Two Person	$16,141.28	$16,609.38	$17,439.85	$18,137.44
Full Family	$21,049.85	$21,660.30	$22,743.31	$23,653.04

For employees who are less than 1.0 FTE, the Local Contribution Cap shall be prorated according to the employee's FTE.

If the Local Contribution Cap amount for a given calendar year exceeds the hard cap amount under PA 152 of 2011, the Board shall contribute up to the PA 152 of 2011 hard cap.

If an employee selects a plan with medical benefit plan costs that are less than the Board contribution defined in the Local Contribution Cap table, the Board will deposit the difference of the actual plan cost and the Local Contribution Cap into the employee's eligible Health Savings Account (HSA account). Should an employee not establish a Health Savings Account, or select a plan that is not eligible for a Health Savings Account under federal regulations, the difference in cost shall be forfeited.

If PA 152 is amended during the contract term, the terms of this agreement shall govern until the expiration of the Master Agreement. Under no circumstances will the Board increase the Local Contribution Cap for calendar year 2029 unless expressly agreed to through a duly ratified Master Agreement.

Within the framework of the Local Contribution Cap outlined above, employees may select from the following MESSA plans:

1. MESSA ABC PLAN 1 and a 5-Tier Rx Program
2. MESSA ABC PLAN 1 with a 10% Coinsurance and a 5-Tier Rx Program
3. MESSA ABC PLAN 1 with a 10% Coinsurance and a 3-Tier Mail Rx Program
4. MESSA ABC PLAN 2 and a 3-Tier Rx Program

If MESSA eliminates any of the above plans, employees may select from the remaining plans only. If MESSA eliminates all of the above plans, new plan offerings will be identified through Problem Solving.

If any of the plans offered are below the maximum Local Contribution Cap for health insurance, the Board will provide the bargaining unit employees who choose said plan additional compensation or a contribution to the bargaining unit employee's Health Savings Account in the amount the premium is below the allowable maximum contribution cap after deducting applicable state retirement and FICA costs on the contribution, effective in paychecks January 1st of each year.

All high deductible plans shall conform to the minimum legal requirements for the deductible for such plans, and the deductible shall annually be adjusted accordingly. Starting with the 2021-2022 school year, the district will not advance or pre-fund the deductible for any health plan in accordance with Article 8 of the Michigan Constitution.

The Board of Education will deduct any employee contributions through payroll deduction via a Section 125 plan.

The Board of Education will pay each full-time employee who waives coverage in the medical care program the sum of $335 per month as additional cash compensation. Prorated payment will be made to less than full-time employees. These waivers shall be made under the Flexible Benefit Plan established by the Board of Education under Internal Revenue Code Section 125. An employee may waive coverage or revoke a prior waiver only during the open enrollment period provided under the Plan or if the employee has a change in family status and proof of insurance coverage is furnished to the district.

A Health Insurance Committee will be formed to study health insurance options. The committee will be composed of eight (8) members - four (4) administrators, chosen by the Superintendent and four (4) teachers chosen by the President of EGREA.

B. LIFE INSURANCE

The Board agrees to provide $45,000 term life and $45,000 accidental death insurance coverage for all active full-time employees. Such coverage shall begin, in the case of new teachers, at the time they begin their teaching duties. Coverage will terminate upon termination of employment or at the end of the insurance month following the end of the school year for teachers who do not return the following year, whichever is earlier. Less than full-time employees shall be provided proportionately reduced coverage.

The above amount of life insurance is the total amount of all life insurance provided by the Board, excluding the options selected by employees not enrolling in the medical care program, and excluding life insurance included as part of the medical care program.

The responsibility of the Board is limited to the payment of premiums necessary to provide applicable insurance coverage, and shall not, under any circumstances, be extended, for example, to the provision of benefits.

The terms and conditions of the applicable insurance policies and underwriting rules and regulations supersede and control the above general description of benefits. A copy of the applicable insurance contract is available for inspection during normal working hours at the Business Office of the Board.

C. LONG-TERM DISABILITY INSURANCE

The Board will provide to all active full-time employees, and to active less-than-full-time employees who are eligible under applicable underwriting rules and regulations, a long-term disability benefit program generally described as follows:

1. An employee who is disabled under the plan will receive 66 $^{2}/_{3}$% of their monthly salary, not to exceed $6000.
2. An employee will not be eligible for benefits until a ninety (90) work day waiting period has elapsed.
3. Benefits reduce at age 65 and will terminate at age 70.
4. Income during the period of disability including, but not limited to, sources such as Workers Compensation, social security, other insurance, or state, federal, local governments will be considered in determining the level of benefits.
5. An employee disabled under the plan and receiving disability payments will have their district medical insurance premium paid by the district for a period of up to two (2) years from the onset of the disability.

The descriptions of Long-Term Disability benefits in this Article are only general in nature and are superseded and controlled by the terms and conditions of the applicable insurance contract, a copy of which is available for inspection during normal working hours at the Business Office of the Board.

The responsibility of the Board is limited to the payment of premiums necessary to provide the applicable insurance coverage and shall not, under any circumstances, be extended, for example, to the provision of benefits.

D. DENTAL CARE BENEFITS

The Board will provide without cost to each full-time employee and their spouse and eligible dependents a Dental Care Program which will pay 100% of Class I benefits such as radiographs, preventive services, and emergency palliative services. The remainder of basic services will be paid at 90%. Payment for Class II benefits (bridges, partials and dentures) will be at 60%. There will be no deductible amounts for any services. This program provides for internal and external coordination of benefits.

The Board may elect to provide identical dental insurance to that listed above via self insurance beginning September 1, 1989.

The Board will provide adolescent orthodontia benefits through the same self-funded program as the above dental benefits. Adolescent orthodontia services shall be paid at 80% of the service cost with a lifetime maximum benefit of $2000.

The premium contributions for less than full-time employees will be on a pro rata basis.

E. SUPPLEMENTAL LIABILITY AUTOMOBILE INSURANCE

The Board shall provide supplemental excess auto liability insurance up to $300,000 for those employees who drive students in their personal vehicles for school-sponsored functions. Such trips are to have written authorization from the building administrator. However, in cases of emergency when it is not practical to obtain this authorization in advance, the employee shall file a written report to the building administrator as soon as possible.

F. ANNUITY CONTRIBUTIONS

The number of annuity programs available through payroll deductions will be limited to no more than seven (7) and the minimum number of participants enrolled for any new program will be five (5) employees. (See Letter of Agreement) Any member hired after June 30, 2010 will be required to make annuity contributions to one of the Michigan Retirement Investment Consortium core vendors.

The Board and the Association recognize the importance of each employee pursuing an active retirement savings program and in providing sound investment alternatives to assist them in achieving their retirement savings goal. The parties agree that MEA Financial Services Products, along with any other mutually selected investment providers shall be named as vendor(s) in the 403(B) plan document as appropriate under IRS regulations.

G. EARLY RETIREMENT

The Superintendent and Association President will meet and discuss the prospect of an early retirement program each year.

H. DISTRICT CONTRIBUTIONS

The District will match 403(b) contributions for each member who contributes to a 403(b) up to 1% of the salary base. The District contribution will be made the last pay period in June.

ARTICLE 22
SENIORITY

Seniority is defined as the period of continuous employment, with the East Grand Rapids Public Schools, in the bargaining unit, starting with their first contract signing date; PROVIDED that all employees subject to this Agreement, whether or not certificated, shall be on probation the same as certificated employees under the Teacher Tenure Act. Probationary employees, both certificated and non-certificated, as among themselves, shall have equal seniority during such probation, and may be terminated from employment the same as probationary teachers under the Teacher Tenure Act.

Seniority shall not accrue during any period of layoff or unpaid leave of absence the length of one semester or more (except for sabbatical leave as defined in Article 14 L).

If the signing date is the same, then the parties will participate in a random drawing to establish seniority. All members participating in the drawing shall be invited to attend.

If a member leaves the EGREA to take a non-EGREA position for East Grand Rapids Public Schools, the member will have their seniority date frozen for a period of five (5) years. At the end of the five (5) years, their seniority will start with their return to the bargaining unit.

ARTICLE 23
EXTRA-DUTY ATHLETIC ASSIGNMENTS (COACHING)

A. APPOINTMENTS OF TEACHERS TO COMPENSATED EXTRA-DUTY ATHLETIC ASSIGNMENTS

1. All appointments to paid extra-duty athletic assignments shall be annual appointments. Appointments shall become binding on the Board and the individual teacher at the time the individual agreement referred to below is executed.

2. At the time the assignment is made, the assignment shall be set forth in an individual agreement between the teacher and the Board, the form of which shall comply with the attached form. The individual agreement form may not be varied by either party.

B. REASSIGNMENT

1. All extra-duty athletic assignments shall automatically be renewed for an additional annual term unless the immediate supervisor or administrative designee notifies the individual teacher-coach, in writing, within sixty (60) days subsequent to the end of the pertinent athletic season and not later than June 30 for spring sports, stating his or her intention regarding whether the teacher coach will be reappointed.

2. Within twenty (20) days thereafter, and in the event the Superintendent or designee does not wish to continue the teacher-coach's appointment, the Superintendent shall notify the coach, in writing, as to the official action taken and shall inform the teacher-coach the reasons for the action.

C. RELEASE OF TEACHER-COACH FROM COMPENSATED EXTRA-DUTY ATHLETIC ASSIGNMENTS

No teacher-coach shall be released or dismissed during the middle of the season, unless the Board or Administration, in writing, establishes that the teacher-coach has grossly neglected the responsibility of their job or has engaged in willful, wanton, malicious conduct in the course and scope of their employment which amounts to moral turpitude.

D. GRIEVANCES

The provisions of this Article shall be specifically grievable as provided in Article 17, but shall not be subject to arbitration as outlined in Level 4.

E. COMPENSATION

The manner of compensation and the amount of compensation to be paid by the Board and received by the teacher-coach shall be as set forth in Appendix B, which is attached hereto and made part hereof.

ARTICLE 24
MISCELLANEOUS PROVISIONS

A. AGREEMENT COPIES

Electronic copies of this Agreement shall be posted to the District's website.

B. INDIVIDUAL CONTRACTS

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to, or inconsistent with, its terms. All individual contracts shall be subject to the terms of this Agreement, and if any individual contract is inconsistent herewith, the terms of this Agreement shall govern.

C. CONTRARY TO LAW

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.

D. FULL-TIME TEACHER

For the purposes of this Agreement, a "full-time teacher" is a teacher under contract whose duties in the school system regularly extend for the entire basic school day.

E. NEGOTIATIONS DURING DURATION OF THIS AGREEMENT

During the negotiations leading up to this Agreement, each party had the opportunity to bargain on all proper matters. This represents the entire Agreement of the parties. It is further expressly understood and agreed that during its term, neither party shall be required to engage in further collective bargaining on any matter of subject, whether mentioned herein or not.

F. NOTIFICATION OF EMPLOYMENT

The Board shall notify the person designated by the Association, in writing, within twenty (20) days, of any deletions and/or additions to the bargaining unit.

G. WAGE REGULATIONS

This contract shall conform to all legally binding wage laws, regulations, or rules.

H. PART-TIME TEACHER

For the purposes of this Agreement, a "part-time teacher" is a teacher under contract whose duties in the school system regularly extend for less than the entire basic school day. A part-time teacher's duties in the school system may vary from semester to semester.

I. CURRICULUM-RELATED ACTIVITIES WAGES

If determined by the Superintendent that a teacher has given an excess amount of time beyond the contractual school day on curriculum-related activities (i.e. committees, workshops, seminars), the teacher will receive the hourly base pay (.065%) equivalent to this amount of time.

J. NEW TEACHER TRAINING TIMEFRAME

District will offer one (1) consecutive week of new teacher training within the two-week window prior to staff reporting. During this training time, the Association shall be given a 1 to 1.5-hour session where new hires will be invited to meet and consult with the bargaining unit.

K. EMERGENCY MANAGER

An emergency manager appointed under the local government and school district fiscal accountability act, 2011 PA4, MCL 141.1501 to 141.1531, may reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act, 2011 PA4, MCL 141.1501 to 141.1531.

L. REQUIREMENTS UNDER MCL 380.1248

The Board shall not use length of service as the sole factor in personnel decisions, however, the Board may use length of service as a tiebreaker after all other factors in the Board's layoff policy have been evaluated. It is expressly understood that the grievance procedure shall not apply to the aforementioned use of length of service as a tiebreaker or its impact on any employee.

ARTICLE 25
"ACT OF GOD" DAYS

In accordance with Section 101 of the School Aid Act, teachers need not report to work on scheduled work days that are canceled because of conditions not within the control of school authorities such as severe storms, fires, epidemics, mechanical failure, or health conditions as defined by the city, county, or state. Days of instruction and work time lost for the above reasons will be made up as scheduled or they will be added to the end of the school year, to comply with the state attendance guidelines.

It is the intent of the parties to be in compliance with the requirement regarding the make-up of days lost due to conditions beyond the control of school authorities. Any days that must be rescheduled to be in compliance with the law and applicable school codes will be rescheduled without additional compensation to staff; however, the number of teacher work days will not exceed 185 full days.

Every attempt will be made to declare an Act of God day no later than 6:30 a.m.

ARTICLE 26
DURATION OF AGREEMENT

This Agreement shall become effective as of July 1, 2025, if ratified by both parties and shall remain in effect until June 30, 2028. This Agreement shall not be extended orally or in writing without the written consent of both parties.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Heather Palo, MEA Uniserv

[redacted]

Mary Elderkin, President

6/04/25

Date

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

Mike Reid, President

[redacted]

6/5/25

Date

Appendix A

2025-2026 SALARY SCHEDULE

	BA		BA20		MA		MA15		MA20		MA30		MA45		Two Masters / Ph.D.		
STEP	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	STEP
1	1.00	49,309	1.05	51,774	1.10	54,240	1.15	56,705	1.17	57,692	1.20	59,171	1.25	61,636	1.28	63,116	1
2	1.04	51,281	1.09	53,747	1.14	56,212	1.19	58,678	1.21	59,664	1.24	61,143	1.29	63,609	1.32	65,088	2
3	1.09	53,747	1.14	56,212	1.20	59,171	1.25	61,636	1.27	62,622	1.30	64,102	1.35	66,567	1.38	68,046	3
4	1.14	56,212	1.20	59,171	1.26	62,129	1.31	64,595	1.33	65,581	1.36	67,060	1.41	69,526	1.44	71,005	4
5	1.17	57,692	1.23	60,650	1.31	64,595	1.36	67,060	1.38	68,046	1.41	69,526	1.46	71,991	1.49	73,470	5
6	1.20	59,171	1.26	62,129	1.36	67,060	1.41	69,526	1.43	70,512	1.46	71,991	1.51	74,457	1.54	75,936	6
7	1.23	60,650	1.29	63,609	1.41	69,526	1.46	71,991	1.48	72,977	1.51	74,457	1.56	76,922	1.59	78,401	7
8	1.26	62,129	1.32	65,088	1.46	71,991	1.50	73,964	1.52	74,950	1.55	76,429	1.60	78,894	1.63	80,374	8
9	1.29	63,609	1.32	65,088	1.51	74,457	1.55	76,429	1.57	77,415	1.60	78,894	1.65	81,360	1.68	82,839	9
10	1.32	65,088	1.32	65,088	1.56	76,922	1.60	78,894	1.62	79,881	1.65	81,360	1.70	83,825	1.73	85,305	10
11	1.35	66,567	1.35	66,567	1.61	79,387	1.65	81,360	1.67	82,346	1.70	83,825	1.75	86,291	1.78	87,770	11
12	1.38	68,046	1.38	68,046	1.66	81,853	1.70	83,825	1.72	84,811	1.75	86,291	1.80	88,756	1.83	90,235	12
13	1.44	71,005	1.44	71,005	1.71	84,318	1.75	86,291	1.77	87,277	1.80	88,756	1.85	91,222	1.88	92,701	13
14	1.50	73,964	1.50	73,964	1.73	85,305	1.77	87,277	1.79	88,263	1.82	89,742	1.87	92,208	1.90	93,687	14
15	1.56	76,922	1.56	76,922	1.74	85,798	1.78	87,770	1.80	88,756	1.83	90,235	1.88	92,701	1.91	94,180	15
16	1.57	77,415	1.57	77,415	1.75	86,291	1.79	88,263	1.81	89,249	1.84	90,729	1.89	93,194	1.92	94,673	16
17	1.58	77,908	1.58	77,908	1.76	86,784	1.80	88,756	1.82	89,742	1.85	91,222	1.90	93,687	1.93	95,166	17
18	1.59	78,401	1.59	78,401	1.77	87,277	1.81	89,249	1.83	90,235	1.86	91,715	1.91	94,180	1.94	95,659	18
19	1.60	78,894	1.60	78,894	1.78	87,770	1.82	89,742	1.84	90,729	1.87	92,208	1.92	94,673	1.95	96,153	19
20	1.61	79,387	1.61	79,387	1.79	88,263	1.83	90,235	1.85	91,222	1.88	92,701	1.93	95,166	1.96	96,646	20
21	1.62	79,881	1.62	79,881	1.80	88,756	1.84	90,729	1.86	91,715	1.89	93,194	1.94	95,659	1.97	97,139	21
22	1.63	80,374	1.63	80,374	1.81	89,249	1.85	91,222	1.87	92,208	1.90	93,687	1.95	96,153	1.98	97,632	22
23	1.64	80,867	1.64	80,867	1.82	89,742	1.86	91,715	1.88	92,701	1.91	94,180	1.96	96,646	1.99	98,125	23
24	1.6708	82,385	1.6708	82,385	1.8508	91,261	1.8908	93,233	1.9108	94,220	1.9408	95,699	1.9908	98,164	2.0208	99,644	24
25	1.6908	83,372	1.6908	83,372	1.8708	92,247	1.9108	94,220	1.9308	95,206	1.9608	96,685	2.0108	99,151	2.0408	100,630	25
26	1.7108	84,358	1.7108	84,358	1.8908	93,233	1.9308	95,206	1.9508	96,192	1.9808	97,671	2.0308	100,137	2.0608	101,616	26
27	1.7378	85,689	1.7378	85,689	1.9178	94,565	1.9578	96,537	1.9778	97,523	2.0078	99,003	2.0578	101,468	2.0878	102,947	27
28	1.7578	86,675	1.7578	86,675	1.9378	95,551	1.9778	97,523	1.9978	98,510	2.0278	99,989	2.0778	102,454	2.1078	103,934	28
29	1.8117	89,333	1.8117	89,333	1.9917	98,209	2.0317	100,181	2.0517	101,167	2.0817	102,647	2.1317	105,112	2.1617	106,591	29

Appendix A-1

2026-2027 SALARY SCHEDULE

	BA		BA20		MA		MA15		MA20		MA30		MA45		Two Masters / Ph.D.		
STEP	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	INDEX	SALARY	STEP
1	1.00	50,542	1.05	53,069	1.10	55,596	1.15	58,123	1.17	59,134	1.20	60,650	1.25	63,178	1.28	64,694	1
2	1.04	52,564	1.09	55,091	1.14	57,618	1.19	60,145	1.21	61,156	1.24	62,672	1.29	65,199	1.32	66,715	2
3	1.09	55,091	1.14	57,618	1.20	60,650	1.25	63,178	1.27	64,188	1.30	65,705	1.35	68,232	1.38	69,748	3
4	1.14	57,618	1.20	60,650	1.26	63,683	1.31	66,210	1.33	67,221	1.36	68,737	1.41	71,264	1.44	72,780	4
5	1.17	59,134	1.23	62,167	1.31	66,210	1.36	68,737	1.38	69,748	1.41	71,264	1.46	73,791	1.49	75,308	5
6	1.20	60,650	1.26	63,683	1.36	68,737	1.41	71,264	1.43	72,275	1.46	73,791	1.51	76,318	1.54	77,835	6
7	1.23	62,167	1.29	65,199	1.41	71,264	1.46	73,791	1.48	74,802	1.51	76,318	1.56	78,846	1.59	80,362	7
8	1.26	63,683	1.32	66,715	1.46	73,791	1.50	75,813	1.52	76,824	1.55	78,340	1.60	80,867	1.63	82,383	8
9	1.29	65,199	1.32	66,715	1.51	76,318	1.55	78,340	1.57	79,351	1.60	80,867	1.65	83,394	1.68	84,911	9
10	1.32	66,715	1.32	66,715	1.56	78,846	1.60	80,867	1.62	81,878	1.65	83,394	1.70	85,921	1.73	87,438	10
11	1.35	68,232	1.35	68,232	1.61	81,373	1.65	83,394	1.67	84,405	1.70	85,921	1.75	88,449	1.78	89,965	11
12	1.38	69,748	1.38	69,748	1.66	83,900	1.70	85,921	1.72	86,932	1.75	88,449	1.80	90,976	1.83	92,492	12
13	1.44	72,780	1.44	72,780	1.71	86,427	1.75	88,449	1.77	89,459	1.80	90,976	1.85	93,503	1.88	95,019	13
14	1.50	75,813	1.50	75,813	1.73	87,438	1.77	89,459	1.79	90,470	1.82	91,986	1.87	94,514	1.90	96,030	14
15	1.56	78,846	1.56	78,846	1.74	87,943	1.78	89,965	1.80	90,976	1.83	92,492	1.88	95,019	1.91	96,535	15
16	1.57	79,351	1.57	79,351	1.75	88,449	1.79	90,470	1.81	91,481	1.84	92,997	1.89	95,524	1.92	97,041	16
17	1.58	79,856	1.58	79,856	1.76	88,954	1.80	90,976	1.82	91,986	1.85	93,503	1.90	96,030	1.93	97,546	17
18	1.59	80,362	1.59	80,362	1.77	89,459	1.81	91,481	1.83	92,492	1.86	94,008	1.91	96,535	1.94	98,051	18
19	1.60	80,867	1.60	80,867	1.78	89,965	1.82	91,986	1.84	92,997	1.87	94,514	1.92	97,041	1.95	98,557	19
20	1.61	81,373	1.61	81,373	1.79	90,470	1.83	92,492	1.85	93,503	1.88	95,019	1.93	97,546	1.96	99,062	20
21	1.62	81,878	1.62	81,878	1.80	90,976	1.84	92,997	1.86	94,008	1.89	95,524	1.94	98,051	1.97	99,568	21
22	1.63	82,383	1.63	82,383	1.81	91,481	1.85	93,503	1.87	94,514	1.90	96,030	1.95	98,557	1.98	100,073	22
23	1.64	82,889	1.64	82,889	1.82	91,986	1.86	94,008	1.88	95,019	1.91	96,535	1.96	99,062	1.99	100,579	23
24	1.6708	84,446	1.6708	84,446	1.8508	93,543	1.8908	95,565	1.9108	96,576	1.9408	98,092	1.9908	100,619	2.0208	102,135	24
25	1.6908	85,456	1.6908	85,456	1.8708	94,554	1.9108	96,576	1.9308	97,586	1.9608	99,103	2.0108	101,630	2.0408	103,146	25
26	1.7108	86,467	1.7108	86,467	1.8908	95,565	1.9308	97,586	1.9508	98,597	1.9808	100,114	2.0308	102,641	2.0608	104,157	26
27	1.7378	87,832	1.7378	87,832	1.9178	96,929	1.9578	98,951	1.9778	99,962	2.0078	101,478	2.0578	104,005	2.0878	105,522	27
28	1.7578	88,843	1.7578	88,843	1.9378	97,940	1.9778	99,962	1.9978	100,973	2.0278	102,489	2.0778	105,016	2.1078	106,532	28
29	1.8117	91,567	1.8117	91,567	1.9917	100,665	2.0317	102,686	2.0517	103,697	2.0817	105,213	2.1317	107,740	2.1617	109,257	29

APPENDIX B

SCHEDULE OF EXTRA-DUTY ASSIGNMENTS

I. INDEX TO SALARY SCHEDULE

All percentages shall be applied to the base salary for the first step of the B.A. degree for the applicable contract year. Whenever a fixed dollar amount is indicated, said amount shall remain constant throughout the contract term ending June 30, 2028.

II. ATHLETIC COACHING

Coaches will be placed on the following schedule based upon their experience in coaching in the East Grand Rapids school system.

In coordination with the Athletic Director, coaches within a single sport may pool salaries and share the total salary pool in different amounts than listed below. However, no coach may receive more than the contracted amount for the individual position. A coach affected by pooling of salaries, who is a bargaining unit member, may veto the change of percentage amount for that position.

Beginning with the 2025-2026 school year, the following compensation tables for athletic assignments shall be implemented.

Varsity Coaches	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**
Football	$7,275	$7,500	$7,700	$7,900	$8,100
Basketball	$7,275	$7,500	$7,700	$7,900	$8,100
Swimming	$5,575	$5,775	$5,975	$6,225	$6,425
Hockey	$5,575	$5,775	$5,975	$6,225	$6,425
Track	$5,125	$5,375	$5,575	$5,775	$5,975
Baseball	$4,700	$4,925	$5,125	$5,375	$5,575
Volleyball	$4,700	$4,925	$5,125	$5,375	$5,575
Gymnastics	$4,700	$4,925	$5,125	$5,375	$5,575
Soccer	$4,700	$4,925	$5,125	$5,375	$5,575
Tennis	$3,000	$3,225	$3,425	$3,650	$3,850
Golf	$3,000	$3,225	$3,425	$3,650	$3,850
Cross Country	$3,000	$3,225	$3,425	$3,650	$3,850
Bowling	$1,025	$1,100	$1,150	$1,200	$1,250

Varsity Assistant, Reserve and Freshman Coaches	Step 1	Step 2	Step 3	Step 4	Step 5
Football	$3,425	$3,650	$3,850	$4,075	$4,300
Basketball	$3,425	$3,650	$3,850	$4,075	$4,300
Track	$3,000	$3,225	$3,425	$3,650	$3,850
Baseball	$3,000	$3,225	$3,425	$3,650	$3,850
Volleyball	$3,000	$3,225	$3,425	$3,650	$3,850
Swimming	$2,575	$2,800	$3,000	$3,225	$3,425
Soccer	$2,575	$2,800	$3,000	$3,225	$3,425
Hockey	$2,575	$2,800	$3,000	$3,225	$3,425
Tennis	$2,175	$2,375	$2,575	$2,800	$3,000
Golf	$2,175	$2,375	$2,575	$2,800	$3,000
Cross Country	$2,175	$2,375	$2,575	$2,800	$3,000

Reserve and Freshmen Assistants	Step 1	Step 2	Step 3	Step 4	Step 5
Football	$2,575	$2,800	$3,000	$3,225	$3,425
Baseball	$1,300	$1,525	$1,725	$1,950	$2,175

III. INTRAMURAL ATHLETICS

Intramural athletics advisors shall be compensated at $25 per hour of intramural programming offered to students at the middle school and the high school. The frequency and scope of such programming shall be mutually agreed upon between the advisor and the building principal prior to the start of the intramural season. Such programming shall not exceed 65 hours per school year at each building.

IV. GUIDANCE

Each school year the counselor and school principal shall plan the scope and range of parent and community educational opportunities that occur outside of the normal school day. Counselors planning and participating in such educational programs shall be compensated according to the number of programs they support based on the following schedule:

Counselor (1-2 Community / Parent Educational Programs)	1.0%
Counselor (3-5 Community / Parent Educational Programs)	3.0%
Counselor (6-8 Community / Parent Educational Programs)	6.0%

Counselor compensation under this clause shall be paid on the last pay period in June. Such programs required of all professional staff shall not be considered for additional compensation (e.g. parent-teacher conferences, parent open house, professional meetings, etc.).

V. CO-CURRICULAR PUBLICATIONS

High School Yearbook (Interlochen)	7.8%
High School Newspaper	7.8%
Middle School Yearbook	4.2%

VI. MIDDLE AND HIGH SCHOOL DRAMA

High School Drama Extra-Curricular Programs	
One Act Director	6.50%
Fall Play Director	6.50%
Winter Play Director	6.50%
Musical Director	8.00%
Vocal Director for Musical	4.00%
Choreography Director for Musical	4.00%
Pit Director for Musical	4.00%
Student Directed Play Advisor	2.00%
24 hour Theatre Director	2.00%
Improv Advisor	2.00%
Variety Show Advisor	2.00%
Thespian Society Advisor	2.00%

Middle School Drama Extra-Curricular Programs	
Fall Musical Director	5.00%
Fall Musical Assistant Director	3.00%
Spring One-Act Play / Monologues	3.00%
Variety Show Advisor	1.50%

VII. SECONDARY MUSIC CO-CURRICULAR PERFORMANCES

High School Marching Band Co-Curricular Practices and Performances	
Marching Band Director (includes Band Camp)	10.00%
Marching Band Assistant Director (includes Band Camp)	7.00%
Drumline Coordinator	6.00%

Middle School and High School Vocal and Instrumental Music Performances	
Middle school and high school music teachers, including choir and vocal music instructors, orchestra directors and orchestra assistants, and band directors and band assistants, shall share on an equal basis the community performance stipend. The music department shall compile the individual and total performances performed outside of the school day, excluding Marching Band and Drumline performances, and submit their performance log to their building principal. Each music teacher will then be paid a prorated portion of the total music performance stipend in June. For example, "Music Teacher A" leads and assists with 12 concerts. When "Music Teacher A's" concerts are added with all other concerts for secondary music teachers, a total of 65 events were supported by teachers in the school year. Therefore, "Music Teacher A" will receive 18.5% of the total stipend (12/65) with the remaining stipend being proportionally paid to the remaining music teachers. Should community programming be reduced below the number of performances presented in the 2018-2019 school year, the total performance stipend shall be reduced portionally. The 2018-2019 school year baseline for all performances led and supported by all secondary music teachers is 65. This baseline reflects an estimation utilizing calendar information and reasonable assumptions related to those concerts during the 2018-2019 school year.	Total Stipend $13,500

VIII. CLUBS

Extra-curricular clubs add value to the school community by engaging teachers and students in extended learning, social, and service opportunities outside of the school day. The Board shall allocate an amount annually to each school building in support of extra-curricular clubs and such funds may be supplemented through other sources, including but not limited to, PTO grants, Foundation grants, building budgets, and external grants and donations. The scope and purpose of each club, the leadership role of the club advisor, and the related club meeting schedule, shall be mutually agreed upon between the club advisor and building principal annually. Regardless of funding source, clubs sponsors shall be compensated based on the following table:

	Stipend
Club Stipend	$300

Clubs established and operated in the previous school year shall have priority over new clubs in such instances when insufficient funds are available to operate all clubs.

Formation of clubs shall occur annually with the assumption that clubs from the prior year shall continue into the next year unless the club advisors are notified by administration that the club shall not be offered, or the club advisor notifies the building principal that they will discontinue advising the club. When clubs are discontinued by the administration an explanation for that decision shall be provided to the club advisor.

Any EGRPS employee may propose a new club to administration and the club may be established when approved by the building principal without posting the position. New clubs proposed by the Board shall be

posted consistent with past practice to allow all employees an opportunity to apply to serve as the club advisor. Club proposals, schedules, and requests for payment shall be standardized with district forms. All club stipends under this clause shall be paid in June.

IX. SCHOOL IMPROVEMENT TEAM COORDINATORS (SIT Coordinators)

Building school improvement teams shall be made up of team members that broadly represent the school faculty. Faculty members serving in this role shall also support their related building professional learning communities. SIT Coordinator facilitates the development of goals, meeting agendas, minutes, learning labs, communications, and other activities that support curriculum, instruction, and school improvement goals.

High School

HS SIT Coordinator - English	3.00%
HS SIT Coordinator - Math	3.00%
HS SIT Coordinator - Science	3.00%
HS SIT Coordinator - Social Studies	3.00%
HS SIT Coordinator - Special Education	3.00%
HS SIT Coordinator - World Language	3.00%
HS SIT Coordinator - Electives	3.00%

Middle School

MS SIT Coordinator - English	2.00%
MS SIT Coordinator - Math	2.00%
MS SIT Coordinator - Science	2.00%
MS SIT Coordinator - Social Studies	2.00%
MS SIT Coordinator - Special Education	2.00%
MS SIT Coordinator - World Language	2.00%
MS SIT Coordinator - Electives	2.00%

Elementary School

Breton SIT Coordinator - Kindergarten	1.00%
Breton SIT Coordinator - 1st Grade	1.00%
Breton SIT Coordinator - 2nd Grade	1.00%
Breton SIT Coordinator - 3rd Grade	1.00%
Breton SIT Coordinator- 4th Grade	1.00%
Breton SIT Coordinator - 5th Grade	1.00%
Breton SIT Coordinator - Any Position	1.00%
Breton SIT Coordinator - Any Position	1.00%
Lakeside SIT Coordinator - Kindergarten	1.00%
Lakeside SIT Coordinator - 1st Grade	1.00%
Lakeside SIT Coordinator - 2nd Grade	1.00%
Lakeside SIT Coordinator - 3rd Grade	1.00%
Lakeside SIT Coordinator - 4th Grade	1.00%

Lakeside SIT Coordinator - 5th Grade	1.00%
Lakeside SIT Coordinator - Any Position	1.00%
Lakeside SIT Coordinator - Any Position	1.00%
Wealthy SIT Coordinator - Kindergarten	1.00%
Wealthy SIT Coordinator - 1st Grade	1.00%
Wealthy SIT Coordinator - 2nd Grade	1.00%
Wealthy SIT Coordinator - 3rd Grade	1.00%
Wealthy SIT Coordinator- 4th Grade	1.00%
Wealthy SIT Coordinator - 5th Grade	1.00%
Wealthy SIT Coordinator - Any Position	1.00%
Wealthy SIT Coordinator - Any Position	1.00%

X. MISCELLANEOUS POSITIONS

High School Science Olympiad		10.0%
Middle School Science Olympiad		10.0%
Elementary Safety Advisor - one per elementary school		5.0%
High School Senior Class Advisor		6.8%
High School National Honor Society		4.0%
High School Key Club		2.0%
High School Quiz Bowl		2.0%
Middle School Day of Caring Committee - shared equally amongst committee members		7.2%
High School We the People - Head Coach	5.0% plus additional 3% for an extended season	
High School We the People - Assistant	3.0% plus additional 2% for an extended season	
High School Robotics Coach	7.0% plus additional 3% for an extended season	
Middle School Robotics Coach	7.0% plus additional 3% for an extended season	
High School Student Council Advisor		8.0%
Middle School Student Council Advisor		3.0%
High School Model UN - Head Coach		4.0%
High School Model UN - Assistant Coach		1.0%
All Assigned Supervision (per hour)		.065%

(Including for example, substitution for absent teachers and coaching not otherwise listed on this schedule but excluding recess duty.)

Appendix C-1
2025-2026 SCHOOL YEAR

AUGUST 2025

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
1						1	2	0	0		
2	3	NS	NS	NS	NS	NS	9	0	0		
3	10	11	SR/CP	PD	PD-CP/PD-CP-MG	Off	16	3	0		8
4	17	CB/PD	19	20	21	PDI	23	5	4	1	9
5	24	25	26	27	28	Off	30	4	4		
6	31							12	8	1	17

SEPTEMBER 2025

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

OCTOBER 2025

Week	S	M	T	W	T	F	S	TD	SD
10				1	2	3	4	3	3
11	5	6	7	8	9	10	11	5	5
12	12	13	14	15	16	17#	18	5	5
13	19	20	21	22	23*EC	24	25	5	5
14	26	27	28*EC	29	30	RT/PT		5	4
								23	22

NOVEMBER 2025

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

DECEMBER 2025

Week	S	M	T	W	T	F	S	TD	SD
19		1	2	3	4	5	6	5	5
20	7	8	9	10	11	12	13	5	5
21	14	15*	16*	17*	18*	OTR	20	4	4
22	21	WB	WB	WB	WB	WB	27	0	0
23	28	WB	WB	WB				0	0
								14	14

JANUARY 2026

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
23					WB	WB	3	0	0		
24	4	5	6	7	8	9	10	5	5		
25	11	12	13	14	15	16	17	5	5		
26	18	PDI	20	21	22	23	24	5	4	1	6.5
27	25	26	27	28	29	30	31	5	5		
								20	19	1	6.5

FEBRUARY 2026

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
28	1	2	3	4	5	6	7	5	5		
29	8	9	10	11	12	PDI	14	5	4	1	6.5
30	15	RT	17	18	19	20	21	4	4		
31	22	23	24	25	26	27	28	5	5		
								19	18	1	6.5

MARCH 2026

Week	S	M	T	W	T	F	S	TD	SD
32	1	2	3	4	5	6	7	5	5
33	8	9	10	11	12*EC	13#	14	5	5
34	15	16	17	18	19*EC	20	21	5	5
35	22	23	24	25	26	27	28	5	5
36	29	30	31					2	2
								22	22

APRIL 2026

Week	S	M	T	W	T	F	S	TD	SD
36				1	2	SV	4	2	2
37	5	SV	SV	SV	SV	SV	11	0	0
38	12	13	14	15	16	17	18	5	5
39	19	20	21	22	23	24	25	5	5
40	26	27	28	29	30			4	4
								16	16

MAY 2026

Week	S	M	T	W	T	F	S	TD	SD
40						1	2	1	1
41	3	4	5	6	7	8	9	5	5
42	10	11	12	13	14	15	16	5	5
43	17	18	19	20	21	22	23	5	5
44	24	MV	26*	27*	28*	LD*	30	4	4
45	31							20	20

JUNE 2026

Week	S	M	T	W	T	F	S	TD	SD
45		OTR	2	3	4	5	6	0	0
46	7	8	9	10	11	12	13	0	0
47	14	15	16	17	18	19	20	0	0
48	21	22	23	24	25	26	27	0	0
49	28	29	30					0	0
								0	0

JULY 2026

Week	S	M	T	W	T	F	S	TD	SD
49				1	2	3	4	0	0
50	5	6	7	8	9	10	11	0	0
51	12	13	14	15	16	17	18	0	0
52	19	20	21	22	23	24	25	0	0
53	26	27	28	29	30	31		0	0
								0	0

	TD	SD	PDI	HrPD
TOTALS	184	177	3	30.0

NS: New Staff Report
SR: All Staff Report
CP: Classroom Prep
PD: Professional Development
MG: Meet and Greets
Off: No Staff or Students
CB: Class Begins; Students AM only
PDI: Prof. Dev. as Instructional Time
LV: Labor Day Vacation
#: End of Marking Period at HS
EC: Elementary After School Conferences

RT: PT Release Time Elementary October & February/Secondary February
TV: Thanksgiving Vacation
* : HS Exams
OTR: Optional Teacher Record Day
WB: Winter Break
SV: Spring Vacation
MV: Memorial Day Vacation
LD: Last Day (EL students AM, MS/HS Exams)
TD: Teacher Days
SD: Student Days

Appendix C-2

2026-2027 SCHOOL YEAR

AUGUST 2026

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
1							1	0	0		
2	2	3	4	5	6	7	8	0	0		
3	9	NS	NS	NS	NS	NS	15	0	0		
4	16	17	SR/CP	PD	PD-CP/PD-CP-MG	Off	22	3	0		8
5	23	CB/PD	25	26	27	PDI	29	5	4	1	9
6	30	31						1	1		
								9	5	1	17

SEPTEMBER 2026

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

OCTOBER 2026

Week	S	M	T	W	T	F	S	TD	SD
10					1	2	3	2	2
11	4	5	6	7	8	9	10	5	5
12	11	12	13	14	15	16#	17	5	5
13	18	19	20	21	22*EC	23	24	5	5
14	25	26	27*EC	28	29	RT/PT	31	5	4
								22	21

NOVEMBER 2026

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

DECEMBER 2026

Week	S	M	T	W	T	F	S	TD	SD
19			1	2	3	4	5	4	4
20	6	7	8	9	10	11	12	5	5
21	13	14*	15*	16*	17*	OTR	19	4	4
22	20	WB	WB	WB	WB	WB	26	0	0
23	27	WB	WB	WB	WB			0	0
								13	13

JANUARY 2027

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
23						WB	2	0	0		
24	3	4	5	6	7	8	9	5	5		
25	10	11	12	13	14	15	16	5	5		
26	17	PDI	19	20	21	22	23	5	4	1	6.5
27	24	25	26	27	28	29	30	5	5		
28	31							0	0		
								20	19	1	6.5

FEBRUARY 2027

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
28		1	2	3	4	5	6	5	5		
29	7	8	9	10	11	PDI	13	5	4	1	6.5
30	14	RT	16	17	18	19	20	4	4		
31	21	22	23	24	25	26	27	5	5		
32	28							0	0		
								19	18	1	6.5

MARCH 2027

Week	S	M	T	W	T	F	S	TD	SD
32		1	2	3	4	5	6	5	5
33	7	8	9	10	11*EC	12#	13	5	5
34	14	15	16	17	18*EC	19	20	5	5
35	21	22	23	24	25	26	27	5	5
36	28	29	30	31				3	3
								23	23

APRIL 2027

Week	S	M	T	W	T	F	S	TD	SD
36					1	SV	3	1	1
37	4	SV	SV	SV	SV	SV	10	0	0
38	11	12	13	14	15	16	17	5	5
39	18	19	20	21	22	23	24	5	5
40	25	26	27	28	29	30		5	5
								16	16

MAY 2027

Week	S	M	T	W	T	F	S	TD	SD
40							1	0	0
41	2	3	4	5	6	7	8	5	5
42	9	10	11	12	13	14	15	5	5
43	16	17	18	19	20	21	22	5	5
44	23	24	25	26	27	28	29	5	5
45	30	MV						0	0
								20	20

JUNE 2027

Week	S	M	T	W	T	F	S	TD	SD
45			1*	2*	3*	*LD	5	4	4
46	6	OTR	8	9	10	11	12	0	0
47	13	14	15	16	17	18	19	0	0
48	20	21	22	23	24	25	26	0	0
49	27	28	29	30				0	0
								4	4

JULY 2027

Week	S	M	T	W	T	F	S	TD	SD
49					1	2	3	0	0
50	4	5	6	7	8	9	10	0	0
51	11	12	13	14	15	16	17	0	0
52	18	19	20	21	22	23	24	0	0
53	25	26	27	28	29	30	31	0	0
								0	0

	TD	SD	PDI	HrPD
TOTALS	184	177	3	30.0

NS: New Staff Report
SR: All Staff Report
CP: Classroom Prep
PD: Professional Development
MG: Meet and Greets
Off: No Staff or Students
CB: Class Begins; Students AM only
PDI: Prof. Dev. as Instructional Time
LV: Labor Day Vacation
#: End of Marking Period at HS
EC: Elementary After School Conferences

RT: PT Release Time Elementary October & February/Secondary February
TV: Thanksgiving Vacation
* : HS Exams
OTR: Optional Teacher Record Day
WB: Winter Break
SV: Spring Vacation
MV: Memorial Day Vacation
LD: Last Day (EL students AM, MS/HS Exams)
TD: Teacher Days
SD: Student Days

***This calendar is subject to change based on any modifications required by the Kent County Common Calendar agreement.**

Appendix C-3
2027-2028 SCHOOL YEAR

AUGUST 2027

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
1	1	2	3	4	5	6	7	0	0		
2	8	NS	NS	NS	NS	NS	14	0	0		
3	15	16	SR/CP	PD	PD-CP/PD-CP-MG	Off	21	3	0		8
4	22	CB/PD	24	25	26	PDI	28	5	4	1	9
5	29	30	31					2	2		
								10	6	1	17

SEPTEMBER 2027

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

OCTOBER 2027

Week	S	M	T	W	T	F	S	TD	SD
9						1	2	1	1
10	3	4	5	6	7	8	9	5	5
11	10	11	12	13	14	15#	16	5	5
12	17	18	19	20	21*EC	22	23	5	5
13	24	25	26*EC	27	28	RT/PT	30	5	4
14	31							0	0
								21	20

NOVEMBER 2027

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

DECEMBER 2027

Week	S	M	T	W	T	F	S	TD	SD
18				1	2	3	4	3	3
19	5	6	7	8	9	10	11	5	5
20	12	13*	14*	15*	16*	OTR	18	4	4
21	19	WB	WB	WB	WB	WB	25	0	0
22	26	WB	WB	WB	WB	WB		0	0
								12	12

JANUARY 2028

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
22							1	0	0		
23	2	3	4	5	6	7	8	5	5		
24	9	10	11	12	13	14	15	5	5		
25	16	PDI	18	19	20	21	22	5	4	1	6.5
26	23	24	25	26	27	28	29	5	5		
27	30	31						1	1		
								21	20	1	6.5

FEBRUARY 2028

Week	S	M	T	W	T	F	S	TD	SD	PDI	HrPD
27			1	2	3	4	5	4	4		
28	6	7	8	9	10	11	12	5	5		
29	13	14	15	16	17	PDI	19	5	4	1	6.5
30	20	RT	22	23	24	25	26	4	4		
31	27	28	29					2	2		
								20	19	1	6.5

MARCH 2028

Week	S	M	T	W	T	F	S	TD	SD
31				1	2	3	4	3	3
32	5	6	7	8	9*EC	10#	11	5	5
33	12	13	14	15	16*EC	17	18	5	5
34	19	20	21	22	23	24	25	5	5
35	26	27	28	29	30	SV		4	4
								22	22

APRIL 2028

Week	S	M	T	W	T	F	S	TD	SD
35							1	0	0
36	2	SV	SV	SV	SV	SV	8	0	0
37	9	10	11	12	13	14	15	5	5
38	16	17	18	19	20	21	22	5	5
39	23	24	25	26	27	28	29	5	5
40	30							0	0
								15	15

MAY 2028

Week	S	M	T	W	T	F	S	TD	SD
40		1	2	3	4	5	6	5	5
41	7	8	9	10	11	12	13	5	5
42	14	15	16	17	18	19	20	5	5
43	21	22	23	24	25	26	27	5	5
44	28	MV	30*	31*				2	2
								22	22

JUNE 2028

Week	S	M	T	W	T	F	S	TD	SD
44					1*	*LD	3	2	2
45	4	OTR	6	7	8	9	10	0	0
46	11	12	13	14	15	16	17	0	0
47	18	19	20	21	22	23	24	0	0
48	25	26	27	28	29	30		0	0
								2	2

JULY 2028

Week	S	M	T	W	T	F	S	TD	SD
48							1	0	0
49	2	3	4	5	6	7	8	0	0
50	9	10	11	12	13	14	15	0	0
51	16	17	18	19	20	21	22	0	0
52	23	24	25	26	27	28	29	0	0
53	30	31						0	0
								0	0

	TD	SD	PDI	HrPD
TOTALS	184	177	3	30

NS: New Staff Report
SR: All Staff Report
CP: Classroom Prep
PD: Professional Development
MG: Meet and Greets
Off: No Staff or Students
CB: Class Begins; Students AM only
PDI: Prof. Dev. as Instructional Time
LV: Labor Day Vacation
#: End of Marking Period at HS
EC: Elementary After School Conferences

RT: PT Release Time Elementary October & February/Secondary February
TV: Thanksgiving Vacation
* : HS Exams
OTR: Optional Teacher Record Day
WB: Winter Break
SV: Spring Vacation
MV: Memorial Day Vacation
LD: Last Day (EL students AM, MS/HS Exams)
TD: Teacher Days
SD: Student Days

***This calendar is subject to change based on any modifications required by the Kent County Common Calendar agreement.**

Appendix C-4

Full Day Schedules

Elementary Schedule A	Start Time	End Time
Before School	8:15AM	8:20AM
Class Time	8:20AM	11:15AM
Lunch	11:15AM	12:05PM
Class Time	12:05PM	2:00PM
Supervised Recess	2:00PM	2:20PM
Class Time	2:20PM	3:19PM
After School	3:19PM	3:24PM

Elementary Schedule B	Start Time	End Time
Before School	8:15AM	8:20AM
Class Time	8:20AM	11:40AM
Lunch	11:40AM	12:30PM
Class Time	12:30PM	2:00PM
Supervised Recess	2:00PM	2:20PM
Class Time	2:20PM	3:19PM
After School	3:19PM	3:24PM

Sixth Grade	Start	End
Before School	7:55AM	8:05AM
First Hour	8:05AM	8:58AM
Second Hour	9:03AM	9:56AM
Third Hour	10:01AM	10:54AM
Fourth Hour	10:59AM	11:52AM
Lunch	11:57AM	12:27PM
Fifth Hour	12:32PM	1:25PM
PIERS	1:30PM	1:55PM
Sixth Hour	2:00PM	2:53PM
After School	2:53PM	2:58PM

Seventh Grade	Start	End
Before School	7:55AM	8:05AM
First Hour	8:05AM	8:58AM
Second Hour	9:03AM	9:56AM
Lunch	10:01AM	10:31AM
Third Hour	10:36AM	11:29AM
Fourth Hour	11:34AM	12:27PM
Fifth Hour	12:32PM	1:25PM
PIERS	1:30PM	1:55PM
Sixth Hour	2:00PM	2:53PM
After School	2:53PM	2:58PM

Eighth Grade	Start	End
Before School	7:55AM	8:05AM
First Hour	8:05AM	8:58AM
Second Hour	9:03AM	9:56AM
Third Hour	10:01AM	10:54AM
Lunch	10:59AM	11:29AM
Fourth Hour	11:34AM	12:27PM
Fifth Hour	12:32PM	1:25PM
PIERS	1:30PM	1:55PM
Sixth Hour	2:00PM	2:53PM
After School	2:53PM	2:58PM

HS Schedule	Start	End
Before School	7:35AM	7:40AM
First Hour	7:40AM	8:37AM
Second Hour	8:42AM	9:39AM
Third Hour*	9:44AM	10:51AM
Fourth Hour	10:56AM	11:53AM
Fifth Hour	11:58AM	12:55PM
Sixth Hour	1:00PM	1:57PM
Seventh Hour	2:02PM	2:59PM
After School	2:59PM	3:04PM

**Includes 10 min. student broadcast*

Appendix C-4 Continued

Non-Traditional School Day Schedules

Staff Report (SR) Classroom Preparation (CP)	Start Time	End Time
All Staff Meeting	8:00AM	9:00AM
EGR Teacher Association	9:15AM	9:45AM
Building Staff Meeting	10:00AM	11:00AM
Lunch	11:00AM	12:00PM
Classroom Preparation	12:00PM	3:00PM

Professional Development (PD) & PD as Instruction (PDI)	Start Time	End Time
Professional Development	8:00AM	11:00PM
Lunch	11:00AM	12:00PM
Professional Development	12:00PM	3:30PM

Professional Development (PD) Classroom Preparation (CP) Elem. Meet & Greet (MG)	Start Time	End Time
Professional Development	8:00AM	9:30AM
Classroom Preparation	9:30AM	11:00AM
Lunch	11:00AM	12:00PM
Classroom Preparation	12:00PM	3:00PM
Meet & Greet (Elementary)	2:30PM	3:00PM

Classes Begin (CB) Professional Development (PD) Elementary	Start Time	End Time
Before School	8:15AM	8:20AM
Class Time	8:20AM	10:10AM
Supervised Recess	10:10AM	10:25AM
Class Time	10:25AM	11:25AM
After School	11:25AM	11:30AM
Lunch	11:30AM	12:30PM
Professional Development	12:30PM	3:00PM

Classes Begin (CB) Professional Development (PD) Middle School	Start Time	End Time
Before School	8:00AM	8:05AM
First Hour	8:05AM	8:35AM
Second Hour	8:40AM	9:10AM
Third Hour	9:15AM	9:45AM
Fourth Hour	9:50AM	10:20AM
Fifth Hour	10:25AM	10:55AM
Sixth Hour	11:00AM	11:30AM
Lunch	11:30AM	12:30PM
Professional Development	12:30PM	3:00PM

Classes Begin (CB) Professional Development (PD) High School	Start Time	End Time
Before School	7:35AM	7:40AM
First Hour	7:40AM	8:10AM
Second Hour	8:15AM	8:45AM
Third Hour	8:50AM	9:20AM
Fourth & Fifth Hour	9:25AM	9:55AM
Sixth Hour	10:00AM	10:30AM
Seventh Hour	10:35AM	11:05AM
After School	11:05AM	11:10AM
	11:10AM	11:30AM
Lunch	11:30AM	12:30PM
Professional Development	12:30PM	3:00PM

Appendix C-5

High School Schedules 2026-27 and 2027-28

Non-FLEX Day Schedule	Start	End
Before School	7:35AM	7:40AM
First Hour	7:40AM	8:37AM
Second Hour	8:42AM	9:39AM
Third Hour*	9:44AM	10:47AM
Fourth Hour	10:52AM	11:49AM
Fifth Hour	11:54AM	12:51PM
Sixth Hour	12:56PM	1:53PM
Seventh Hour	1:58PM	2:55PM
After School	2:55PM	3:00PM

**Includes 6 min. student broadcast*

FLEX Day Schedule	Start	End
Before School	7:35AM	7:40AM
First Hour	7:40AM	8:33AM
Second Hour	8:38AM	9:31 AM
Third Hour	9:36AM	10:29AM
Fourth Hour	10:34AM	11:29AM
Fifth Hour	11:34AM	12:29PM
Sixth Hour	12:34PM	1:27PM
FLEX	1:32PM	1:57PM
Seventh Hour	2:02PM	2:55PM
After School	2:55PM	2:58PM

EAST GRAND RAPIDS PUBLIC SCHOOLS
2915 Hall Street SE
East Grand Rapids, MI 49506

Sara M. Shubel, Ph.D.
Superintendent

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LETTER OF AGREEMENT FOR SICK BANK LEAVE

Between the East Grand Rapids Public Schools Board of Education and the East Grand Rapids Education Association

Employees belonging to the EGREA bargaining unit who have a minimum of 40 accumulated days may make a voluntary donation of one (1) day per year per employee into a "Sick Leave Bank". The "pooled sick leave days may be contributed to another employee (including pregnancy or adoption situations) who has exhausted his/her accumulated sick leave days. An employee may receive only as many sick days as they had accumulated at the onset of the illness. The sick bank committee may review extreme circumstances not addressed in this section on a case-by-case basis. Sick days given shall not exceed the number required to get an individual to qualify for long term disability where applicable. For purposes of this section only, all "days" shall be equal regardless of hours worked or rate of compensation.

SICK BANK COMMITTEE

A committee shall administer pooled sick leave days. Proportional representation shall be established from participating groups. All decisions shall require a majority.

WAITING PERIOD

This committee shall impose a waiting period of five (5) days, before release of pooled days, and shall have the exclusive power to impose a waiting period not to exceed fifteen (15) school days before release of pooled days if deemed necessary. A waiver to the waiting period requirement may be granted, under extreme circumstances.

EXCLUSIVE POWER

This committee shall have the exclusive power to authorize days in addition to the days referred to in 'Pooling of Sick Days' above. Decisions of this committee shall not be grievable.

GUIDELINES FOR USE OF SICK BANK DAYS

1. Extended serious illness/condition, which may require a physician's verification.
2. Sick bank days are for a specific intended incident. They will not be banked to be used in the future for that same person to use at a later time.
3. Original requests to use "Sick Bank" days must originate through the appropriate Association President of his/her designee.
4. Sick Bank days are not intended to be used for short term, intermittent illness.
5. A teacher must exhaust all his/her personal sick leave accumulation. The Bank Committee may grant additional sick leave to a teacher dependent upon demonstrated need.
6. Days shall not be granted retroactively.
7. The committee shall grant no days where the applicant is receiving Worker's Compensation.
8. If the sick leave bank drops to ninety (90) days or less, the employees may resume annual voluntary donations of one (1) day per employee until the sick leave bank is restored to the maximum of 150 days.
9. You must give to the sick bank in order to qualify for use of the Sick Bank Days.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Nancy L. McSkimming, President

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

Sara M. Shubel, Ph.D., Superintendent

[redacted]

Kevin D. Philipps, Assistant Superintendent Business

December 16, 2008

EAST GRAND RAPIDS PUBLIC SCHOOLS
2915 Hall Street SE
East Grand Rapids, MI 49506

James E. Morse, Ed.D.
Superintendent

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E-mail: jmorse@egrps.org

LETTER OF AGREEMENT
MIDDLE SCHOOL CLASS SIZE
BETWEEN THE
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding the Middle School class size. The EGRPS Problem Solving Committee has reviewed the Middle School class size issue and has resolved the issue by agreeing to compensate all core classroom teachers (excluding Band, Orchestra, Choir and Physical Education) an overload stipend of $1.50 per student per section per day (unless they have a paid aide) for all core teachers who have class sizes exceeding 30 students. Class sizes will be determined on the official count days in September and February. Physical education teachers are to be reimbursed $1.50 per student per section per day for the eleven (11) days of in-class Health Education.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Nancy McSkimming, President

March 28, 2005

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

James E. Morse, Ed.D., Superintendent

[redacted]

Douglas Berks, Asst. Supt. for Business

March 28, 2005

LETTER OF AGREEMENT
Between
East Grand Rapids Public Schools
And the
East Grand Rapids Public Schools Education Association
And the
East Grand Rapids Public Schools Educational Support Personnel Association

Re: West Michigan Benefits Consortium Section 403(b) Tax-Sheltered Annuity Base Plan Document and KISD Section 403(b) Adoption Agreement.

NOW COMES the East Grand Rapids Public Schools ("District") and the East Grand Rapids Public Schools Education Association and the East Grand Rapids Public Schools Educational Support Personnel Association ("Associations"), and said parties do hereby agree to the following:

1. That for a number of years, the District has established and maintained a tax sheltered deferred retirement program. Recently, the Internal Revenue Service has issued significantly new regulations impacting such programs. These new regulations take effect January 1, 2009.

2. In response to the promulgation of these IRS regulations, over 260 public school districts, 25 intermediate school districts and other public education employers formed a Consortium which is now known as the Michigan Retirement Investment Consortium. That Consortium undertook a Request for Proposal process and selected TSA Consulting Group as the third party administrator for the Consortium.

3. The District and the Association recognize the importance of each employee pursuing an active retirement savings program and providing sound investment alternatives to assist them in achieving their retirement savings goals. All bargaining unit members are eligible to participate in the Plan.

4. The Plan Doeument shall allow employees the ability to make changes in their investment portfolio. Provisions for emergency or hardship withdrawals will be included within the Plan. Employees shall also be permitted to take loans from their investment as permitted in the Plan Document. Timely and regular notice of administration rule(s) changes, modifications, important dates, mandated changes, and any legal limitations placed on the plan and/or its administration shall be communicated to the participants and the Associations. Any changes to the adoption agreement shall require a 60-day advance notice to the Association.

5. Any monies taken under a salary reduction agreement shall be remitted to the appropriate approved vendor under the Plan as soon as administratively feasible and in no event later than the time limits imposed under the Plan Document and the Internal Revenue Code.

6. The Wildcard vendors as mutually agreed to by the District and the Associations shall be; GLP & Associates, and AXA Equitable. All vendors listed must sign an Information

Sharing/Service Agreement with the MRIC by January 1, 2009 or they will be dropped from the list. The Parties agree that there shall be no change to these named vendors without the mutual consent of the association.

7. It is understood that currently there are no fees assessed directly to the bargaining unit members for services provided by the Third Party Administrator. Should the Third Party Administrator begin charging fees to the bargaining unit members, the Association and the District agree to meet and negotiate regarding those fees.

8. The District and the Association agree to conduct ongoing review and assessment of the performance of the Consortium and the providers made available under the Consortium with the goal of maintaining a quality 403(b) program.

For the Association

[redacted]

Nancy McSkimming
EGREA President

[redacted]

Dawn Wise
EGRASE President

[redacted]

Renée Szuma
KCEA UniServ Director

12-17-08
Date

For the Board:

[redacted]

Brian R. Ellis
Board President

[redacted]

Sara M. Shubel
Superintendent

[redacted]

Kevin D. Philipps
Assistant Superintendent for Business

12-18-08
Date

EAST GRAND RAPIDS PUBLIC SCHOOLS
2915 Hall Street SE
East Grand Rapids, MI 49506

Sara Magaña Shubel, Ph.D.
Superintendent

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FAX: (616) 235-6730
E-mail: sshubel@egrps.org

LETTER OF AGREEMENT
for
ASSIGNED SUPERVISION
(Appendix B, VII)

Between the East Grand Rapids Public Schools Board of Education
and the East Grand Rapids Education Association

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding Schedule B Assigned Supervision. The EGRPS Problem Solving Committee has reviewed the Assigned Supervision language and has agreed to the following:

Part time teachers, who are asked to substitute for absent teachers for additional class periods beyond their contractual time, on a day they are already teaching, will be paid the Professional Rate of .065% per hour.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Nancy McSkimming President

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

Sara Magaña Shubel, Ph.D., Superintendent

[redacted]

Kevin D. Philipps, Asst. Superintendent of Business

EAST GRAND RAPIDS PUBLIC SCHOOLS
2915 Hall Street SE
East Grand Rapids, MI 49506

Sara Magaña Shubel, Ph.D.
Superintendent

Phone: (616) 235-3535
FAX: (616) 235-6730
E-mail: sshubel@egrps.org

LETTER OF AGREEMENT
for
SENIORITY
(Article 23, E)

Between the East Grand Rapids Public Schools Board of Education
and the East Grand Rapids Education Association

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding Seniority. During the negotiation of the 2010-2012 contract, the parties modified the provisions on Seniority in Article 23,E. The parties acknowledge that the change clarifying that seniority does not accrue during unpaid leaves of absence of one semester or more is consistent with the parties' existing past practice for a significant number of years.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Nancy McSkimming, President

[redacted]

Renee Szuma, Chief Negotiator
KCEA Uniserv Director

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

Sara Magaña Shubel, Ph.D., Superintendent

[redacted]

Kevin D. Philipps, Asst. Superintendent of Business

EGRPS
EAST GRAND RAPIDS PUBLIC SCHOOLS

LETTER OF AGREEMENT
For
WORKDAY MINUTES COMPENSATION (Article 7, School Day)
BETWEEN THE
EAST GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION AND THE
EAST GRAND RAPIDS EDUCATION ASSOCIATION

This is an agreement between the East Grand Rapids Board of Education and the East Grand Rapids Education Association regarding Workday Minutes Compensation.

The EGRPS Problem Solving Committee has reviewed the language for Workday Minutes Compensation and has agreed to the following:

When a teacher is assigned to more than one school building as part of their regular teaching assignment, the school building in which more than half of their work day is assigned shall govern the contractual stipulations for the length of their lunch period, preparation time, professional meeting schedules, and daily start and end times.

Whenever a multi-building teaching assignment requires a teacher to extend their duties beyond the normal work day, the teacher shall be paid the hourly rate of .065% of BA Step 1 for the additional work time. Travel time between buildings shall be 15 minutes and be paid at the same hourly rate when such travel reduces contractually provided planning time or the teacher's lunch. Whenever planning time for a multi-building teacher is scheduled in a manner that it occurs across different class periods for a secondary teacher, or days of the week for an elementary teacher, the total number of minutes of planning time on a daily basis for secondary teachers, or weekly basis for elementary teachers, shall be used to calculate whether the teacher is due further compensation. The 15-minute travel time allotment in this Letter of Agreement supersedes the 10-minute allocation provided in Article 10 Section E without altering any other contractual language of that section.

Payment for this additional work time shall be calculated annually after the conclusion of the school year. Such payment shall be based on the number of teaching days in the school year, less any use of leave time and Act of God days. Payment will occur automatically as a lump-sum payment the last pay period in June.

EAST GRAND RAPIDS EDUCATION ASSOCIATION

[redacted]

Mary Elderkin, President

EAST GRAND RAPIDS BOARD OF EDUCATION

[redacted]

Heidi S. Kattula, Ed.D., Superintendent

[redacted]

Kevin D. Philipps, Asst. Superintendent of Business

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4/22/2019