PROFESSIONAL AGREEMENT

between the

Onsted Community School District

and the

Hillsdale/Lenawee County Education Association
Affiliated with the Onsted Education Association, the
Michigan Education Association, and the
National Education Association

July 1, 2024 through June 30, 2027

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Introductory Paragraph

This agreement entered into this 19th day of June, 2024 between the Hillsdale Lenawee County Education Association, hereinafter called the "Association", affiliated with the Onsted Education Association, hereinafter called the "OEA", the Michigan Education Association, hereinafter called the "MEA" and the National Education Association, hereinafter called the "NEA", and the Onsted Community School District, County of Lenawee, Michigan, hereinafter called the "Board."

I. WITNESSETH

Whereas, the Board has the statutory obligation, pursuant to the Public Employment Act, Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

Whereas, the parties have reached certain understandings which they desire to confirm in this agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

II. RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all full time and part time, tenured and probationary classroom teachers, librarians, and guidance counselors employed by the Board. The bargaining unit shall exclude all administrative employees including superintendents, assistant superintendents, and directors of school community relations, principals, assistant principals, school business managers, director of counseling, athletic director, technology director, network technician, technology and instructional support technician, and all other employees including teacher substitutes.

A substitute teacher will be classified as a member of the bargaining unit when he/she occupies a long term position for more than 150 teaching days in a single school year. Teaching days do not have to be continuous.

III. ASSOCIATION AND TEACHER'S RIGHTS

A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every employee of the Board included in this bargaining unit shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental powers under cover of law of the State of Michigan, the Board undertakes and agrees that it will not deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the constitutions of the United States or Michigan; that it will not discriminate

against any teacher with respect to hours, wages, or any terms of employment or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, and his/her institution of any grievance, complaint or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict any teacher rights he/she may have under the Michigan General School Laws or other laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

C. Onsted employees within the bargaining unit represented by the Association may be allowed to use school buildings at reasonable times with prior approval of the Superintendent. No competing teacher organization shall be granted the right to use school buildings for meetings. When custodian services are required, the Board may make a reasonable charge therefore. No charge shall be made for use before commencement of the school day or until 6:00 P.M.

D. Duly authorized representatives of the Association who are employees of the Onsted School District shall be permitted to transact official Association business on school property, provided that this shall not interfere with or interrupt normal school operations, nor in any case shall it be discussed during scheduled classes or scheduled study hall periods or during preparation time except upon the express prior approval of the administration.

E. The Association shall have the right to post notices on teacher bulletin boards. At least one shall be provided in each building on a location agreeable to both parties. Items to be posted shall be submitted to the Secretary of the Association. The administration and the Board of Education shall not be held liable for Association materials, which may be placed in their possession. All Association material will clearly be marked "Lenawee County Education Association, O.E.A., M.E.A., N.E.A.".

F. The Board agrees to furnish to the Association in response to reasonable requests all publicly available information concerning the financial resources of the district, tentative budgetary requirements and allocations, and other generally available public information.

G. The Board agrees in principle that it is advisable to consult the Association on tax programs, construction programs, or major revisions of educational policy which are proposed, and where possible, the Association may be given the opportunity to advise and consult with the Board on said matters prior to their adoption.

H. The private and personal life of any teacher is not within the appropriate concern of the Board but is subject to the section(s) of the Revised School Code that mandate or permit termination or discipline of the teacher for conviction of certain crimes and require teachers to report being charged with a crime.

I. The Board shall place on the agenda of each regular meeting, as an early item, under items listed as "new business", any matters being presented by the Association as long as these matters are presented to the Superintendent's office 56 hours prior to said regular meeting. Position on the agenda will be determined by the Superintendent.

J. The rights granted herein to the Association shall not be granted or extended to any competing teacher organization.

K. Each teacher shall have the right, upon written appointment, to know of and review all contents of his/her own personnel file, which is located in the Board of Education office. A representative of the Association may, at the teacher's request, be present at this review. Each teacher's personnel file shall contain the following minimum items of information:

a. All teacher evaluation reports and TSDL Effectiveness Label and Report
b. Copy of teacher's certificate
c. Transcript of academic records
d. Tenure recommendation, dated
e. Birth certificate, or certified copy
f. Social Security number

The time of review shall be no later than three (3) working days after the written request is submitted. All copies of past annual contracts shall also be available at the time set for the review.

Except as required by law, privileged information such as confidential credentials, letters of reference from universities, individuals, or previous employers are specifically exempted from such review. The administration shall remove those credentials and confidential reports which are not required to be provided by law from the file before a review of the file by the teacher.

In the event a third party is requesting the personnel file of an employee, the affected employee will be notified within 24 hours. The district can allow five (5) business days before disclosing the employee's personnel file to a third party.

Teachers will receive written notification if documents of a disciplinary nature or complaints regarding the teacher by parents or the community are placed in the teacher's personnel file. Notification will be within three (3) days.

L. In the event any bargaining unit member has responsibilities and/or duties in different buildings, said member shall be assigned by the administration to a building principal, for the purpose of teacher evaluations, staff meetings, and other duties of said member.

M. In the event any bargaining unit member has responsibilities and/or duties in a building where the member's principal does not maintain his/her office, e.g. a

fourth grade class housed in the middle school building, consideration will be given to providing a personal two-way communication system with said office.

N. Teachers shall be entitled to the IRS rate for mileage reimbursement when driving their own vehicle in the course of their duty. Teachers must check for availability of District vehicles first for transportation needed for work purposes, or forfeit mileage reimbursement. If a District vehicle is available, the teacher is to use that vehicle or may use own vehicle without reimbursement. If a District vehicle is not available, employees may use their own vehicle and seek reimbursement as described above.

O. Teachers will be reimbursed for conference expenses at the following rates if it is a full day/multi- day/overnight conference and at the following limitations: $10.00 (breakfast), $15.00 (lunch) and $25.00 (dinner), plus up to a 15% tip. The daily maximum per person reimbursement is $50.00 plus tip if required. Itemized receipts are required for all reimbursements. Parking will be reimbursed in full, but an itemized or specific receipt is required.

IV. BOARD OF EDUCATION RIGHTS

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and/or the United States, including, but without limiting the generality of the foregoing; the management and control of school properties, facilities, grade levels and courses of instruction, athletic and recreational programs, methods of instruction, library resources, materials used for instruction, and the selection, direction, transfer and promotion or demotion, discipline or dismissal of all personnel. The exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary, shall be limited only by the specific and express terms of this agreement.

V. PAYROLL DEDUCTIONS

A. The Board shall make payroll deduction upon written authorization from any teacher for the teacher's credit union and/or financial institution, tax sheltered annuities, city income tax, United Way, additional insurance coverage approved by approved carrier or any other plans or programs jointly approved by the Association and the Board. No change in deductions will be allowed except by written authorization from any teacher at least two (2) weeks prior to the change.

B. All payroll transactions will be conducted through Electronic Deposit.

VI. TEACHING HOURS AND CLASS LOAD

A. The teaching day for all teachers shall start 15 minutes prior to the regularly scheduled school day and end 10 minutes after the regularly scheduled school day, except that on Fridays and the day before holidays, the teachers may leave five minutes after dismissal. Start and end times of the school day schedule will be mutually agreed upon with the Association prior to changes being made. One 1-hour general staff meeting may be held per month during the months of September through the duration of the school year. Up to four (4) additional 1-hour staff meetings may be used for school improvement; two (2) weeks notice will be given for these meetings by school administration. Teachers will have forty-eight (48) hours notice prior to such meetings except in the case of an emergency. Meeting notice will include an agenda and supplementary materials to prepare for the meeting. In case of emergency, or for professional improvement, changes may be made for individual teachers if mutually agreed upon with the Principal.

B. The normal teaching assignments in grades 6, 7, 8, 9, 10, 11 and 12 shall be scheduled class periods and one unassigned preparation period of not less than 40 minutes in length. The preparation period shall be used for class preparation, correcting papers, assisting pupils, parent conferences and is not to be considered free time for personal or Association business. Teachers may be assigned other supervisory duties during the regularly scheduled day not to include the scheduled teacher's lunch period and/or the unassigned preparation period. Students in grades kindergarten through fifth grade may have a daily fifteen (15) minute recess period in the morning or afternoon, but will be supervised by certified teachers or bargaining unit members. Elementary teachers may use any released time accorded them by dismissal of their students or by assignment of a special teacher to their room for professional planning and conferences with parents or other staff or other work related duties.

C. If at any time during the life of the contract, the instructional hours of any student are below the minimum state requirement, the Board and the Association agree to reopen this section of the contract.

D. All teachers shall be entitled to a duty free lunch period of no less than thirty (30) minutes.

E. A teacher engaged during the school day in negotiations or arbitration on behalf of the Association regarding Onsted teachers with any representative of the Onsted Board, shall be released from regular duties without loss of salary not to extend beyond two days, in the course of a school year.

F. Teachers in grades 6-12 could be assigned one overload assignment per subject, per building, per semester for extra pay (per diem rate) during the regularly scheduled school day.

G. In the event a teacher is requested to teach in place of another teacher during his/her conference/planning hour, the teacher will be compensated at the teachers' hourly rate per Schedule A. This shall be voluntary unless in cases of emergency, and opportunities will be assigned on a rotating basis. All teacher payments and time off will be recorded on time sheets and documented as established by the business office. In the event that a substitute teacher is unavailable and teachers absorb the students from unattended classroom(s) into their classroom(s), each teacher will be compensated at the rate of $65.00 per day.

H. The maximum load of elementary students is listed below. Elementary teachers whose assigned classes exceed 32 students shall be supplied with the services of a paraprofessional for two (2) hours per day to the maximum of 37. Beyond 37, the teachers shall be supplied the services of a paraprofessional at the rate of one (1) hour per day per student over 37. Teachers who are assigned students identified on an IEPC will receive training in an effort to increase awareness for special education student needs.

A paraprofessional shall be assigned with a workday of no less than 3.25 hours per school day for full day sessions of developmental kindergarten, transition, and kindergarten classes. The paraprofessional will work in the assigned classes in classroom activities with the primary purpose being to improve reading and mathematics skills in students who meet At-Risk criteria as established by the Michigan Department of Education.

The Board may assign paraprofessionals to development kindergarten, transition and kindergarten classes in the following manner

1. 18 or less students - No Paraprofessional
2. 19 to 26 students - Paraprofessional at least 3.25 hours/day
3. 27 or more students - Paraprofessional at least 5.0 hours/day

Paraprofessionals shall be under the supervision of the teacher while in the classroom and shall be under the general supervision of the building Principal.

I. Pupil Teacher Ratio

1. Elementary - Intermediate	**Maximum**
Developmental Kindergarten	22
Kindergarten	25

Transition	22
First-Second Grades	35
Third-Fifth Grades	35
2. Middle School/High School	**Maximum**
English	33
Mathematics	33
Science	33
World Languages	33
Business	33
Industrial Arts	33
Vocational Courses	33
Music	—
Art	33
Physical Education	40
Health	33
Social Studies	33
Computer (Grades 6-12)	33
Tech Ed	33
Online Lab	42

No more than two students shall be assigned to a computer. This restriction does not apply to classes when the computer is used as a supplement.

3. Special Education class loads will follow state guidelines and the LISD plan, including waivers.
4. Pupil/Teacher Ratio Average shall not be used to determine maximums.

J. In the Middle School and High School the Board will strive to remain below the maximums as stated in I-2. The teacher will be compensated a stipend of $125.00 per class period in excess of thirty-three (33) students, per semester. Determination of the stipend will be based on the class list of the third Monday of each marking period. Physical Education, Online Lab and Music are excluded from the stipend.

K. The classroom learning environment will not be interrupted with public address announcements or bell sounds when teachers are administering semester exams, State Assessments or high school proficiency tests except in cases of emergency.

Each building will have a committee or appropriate format that involves input from teaching staff related to schedules for any abbreviated day.

L. Parent-teacher conferences shall be scheduled for each semester for DK-12. There shall be one conference of an agreed upon

length for each semester.

M. Extra-curricular activities may begin immediately after the close of the pupil's regular school day, provided arrangements have been made with the principal for the teacher to fulfill his regular obligations.

VII. SPECIAL STUDENT PROGRAMS

The Principal shall recommend to the school counselor and special education staff and all specialized personnel that they correlate special aid with the classroom teacher. To the extent allowable by law, teachers who are assigned students identified on an IEPC will be afforded an opportunity to attend the initial and subsequent IEPC process of such students.

VIII. CURRICULA STUDIES

A. Realizing the importance of change, the Board wishes to encourage the involvement of teachers in curriculum revisions within the school. In order to facilitate this action, each building Principal may form committees in the various subject areas to be studied.

Recommendations of each committee shall be presented to a general curriculum committee composed of representatives of the subject areas, representatives of the Board and administration. Decisions of this group shall be presented to the Board for their study. The Board's decision shall be submitted to the District School Improvement and Curriculum Committee.

Representatives to this committee shall be designated no later than October 1st of each year.

B. No less frequently than every four years, the Board shall establish a committee consisting of no less than two representatives each (representation to be equal) from the administration, teaching staff and Board of Education, to review the existing requirements for graduation from Onsted High School. The committee shall present their recommendations to the Board, and the resulting Board action on the recommendations will be recorded.

IX. TEACHING CONDITIONS

A. The parties recognize that optimum school facilities are desirable for both students and teachers to insure high quality education, which is the goal of both

parties. The primary duty and responsibility of the teacher is to teach, and the organization of the school day should be directed toward ensuring that the energy of the teacher is utilized to this end. Academic freedom, subject to accepted standards of professional responsibility, will be guaranteed to all teachers.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audiovisual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools.

C. The Board agrees to make available in each school adequate technology, including computers, printers, scanners, and copiers and clerical personnel to aid teachers in the preparation of instructional material.

THE BOARD SHALL PROVIDE:

1. Each teacher in the school system has a lockable drawer space large enough to file exams and papers.
2. Suitable space for each teacher to store coats and personal articles.
3. Adequate storage space in each room for materials.
4. Copies, exclusively for the teacher to use, of all texts in each course he/she is to teach.
5. Adequate paper, pencils, pens, chalk, erasers and other materials required in daily teaching.
6. Appropriate technology will be provided for attendance purposes as well as keep track of grades.
7. Work areas shall be provided for teachers during conference periods.

D. The Board shall make available restroom and lavatory facilities exclusively for teacher use. Also, there shall be one room, appropriately furnished with desk and chair and facilities for use of an electric coffee maker if desired, which shall be reserved for use as a faculty lounge. Provision for such facilities shall be made in all future buildings. The Association will maintain adequate professional decorum in rooms designated as faculty lounges.

E. General announcements to students will be limited to three times per day except in cases of emergency. The times for the announcements will be given to the teachers at the first meeting of the year.

F. Teachers will receive in his/her opening day packet and/or upon hire the Board's policy on acceptable uses of Internet/Intranet agreement. The Board agrees to

provide appropriate, regularly updated virus detection software on all of the Board's computers. The software shall function in an automatic, passive fashion. Teachers will be given notice of any changes and/or policies regarding the Internet/Intranet prior to implementation.

G. In the event the Board desires to add a Virtual High School Distance Learning program, the Board will inform and discuss the program with the Association.

H. All teachers are required to prepare and keep up-to-date student records and up-to-date lesson plans.

I. Bargaining unit members may choose appropriate supplemental and general accepted teaching techniques consistent with the educational goals and objectives of the Board of Education.

X. PROFESSIONAL QUALIFICATIONS

A. All teachers, guidance counselors, and librarians must be qualified and must maintain all necessary qualifications, including, but not limited to, continuing education and/or certification requirements for the position to which they are assigned as such as required by applicable law, and employees will provide evidence of their qualifications to the District upon request.

B. All teaching personnel must file a copy of a birth certificate with the Board at the time of employment; or in lieu thereof, such person shall file other reasonable proof of date of birth.

C. Teachers holding certificates shall maintain a program to fulfill State requirements for Continuing or Professional certificates and are encouraged to show evidence of further advancement by means of resident study, correspondence work, travel, participation in professional faculty study groups and similar means of professional growth.

D. Each teacher must submit his/her Social Security number to the Board.

E. All teachers shall receive a copy of their individual contract. All teachers shall receive a copy of the master schedule by Friday before school starts from the building Principal.

F. The Board and the Association recognize the desirability of multiethnic representation on the teaching faculty.

G. ADDITIONAL DUTIES - During the changing of classes, teachers should make themselves available in their teaching areas. All teachers shall be responsible for

supervision of students. Noted infractions of school policies and rules shall be reported to the building Principal.

H. ATHLETICS AND COACHING

1. All coaching assignments shall be made by the Athletic Director with the approval of the Board.
2. Coaching positions and assignments are non-tenure assignments. The Board's determination not to appoint or reappoint any individual to a coaching assignment shall not be subject to arbitration.
3. Coaching and athletics shall be under the supervision of the Athletic Director.

I. ADDITIONAL IN-SERVICE AND/OR WORK SESSIONS

1. Up to two(2) additional teacher days may be scheduled for the purpose of in-service, work sessions, etc. for a part of or the entire faculty.
2. The teachers shall be paid their per diem rate of pay for each day.
3. Advance notice of no less than six (6) months shall be given to teachers required to attend additional sessions.

XI. TEACHER PROGRESSION

A. Mentor - In accordance with 1526 of Michigan's Revised School Code, for the first three (3) years of employment in classroom teaching, a teacher shall be assigned one or more master teachers, or college professors or retired master teachers, who shall act as a mentor or mentors to the teacher. The building principal shall make the assignment(s). The Mentor Teacher assignment shall be subject to review by the Mentor Teacher and the Mentee after each semester/trimester. Either the Mentor Teacher or the Mentee may terminate the relationship at that time. The building principal shall publish a listing of mentors and mentees annually. The Mentor Teacher shall not be involved in evaluating the Mentee. A Mentor Teacher shall receive $100 per semester/trimester for being a Mentor Teacher. The Mentee shall be paid $50 per day if the fifteen (15) professional development days required by Section 1526 are not within the parameters of the regular workday and work year. The probationary teacher's mentor will be involved in meetings regarding the IDP. New teachers need to report conflicts with building administrators to their mentor/Association Representative. Mentor/Association Representative will use conflict resolution to resolve issues.

B. The non-renewal of a probationary teacher shall not be subject to arbitration. The grievance procedure shall not apply to those areas covered by the Tenure Act including, but not limited to, the discharge and/or demotion of a tenure teacher.

XII. CALENDAR - ACT OF GOD DAYS

A. For the 2024-25, 2025-26 and 2026-27 school years, the school calendar shall consist of: One hundred eighty-five (185) staff days (minimum hours consistent with Michigan law for Student contact hours and professional development hours) and a minimum of one hundred eighty (180) student instructional days (minimum hours consistent with current Michigan Law). A combination of half days and full days of in- service for professional development may be used. On the last day of each semester, teachers will not be required to work once the students have left. Some staff development will be incorporated into the instructional hours. Any changes in the school calendar will be negotiated with the Association annually on or before April 1 and attached to the contract, as Schedule C, amended. The total annual salary of each teacher is based upon the total number of days scheduled. In the event of make-up of student instructional days/hours lost due to circumstances outside the control of the district, make-up of student instructional days/hours will be no more than the state mandated student instructional days/hours needed to qualify for state aid without penalty.

B. Should a closing that occurs because of conditions not within the control of school authorities require the scheduling of additional days/hours of student instruction because previously scheduled days/hours could not be counted to meet State minimum student attendance requirements, the days/hours shall be made up at the end of the school year unless negotiated differently. Professional development hours will be used to compensate for any hours lost to fog delays or early Act of God dismissals as long as the District does not lose State Aid. If the District is allowed State Aid for Professional Development instead of counting it as instructional hours, this paragraph shall be void.

C. If at any time during the life of this Agreement it becomes lawful to count as days/hours of pupil instruction days when pupil instruction is not provided due to conditions not within the control of school authorities, such as due to inclement weather, fires, epidemics or health conditions, it is agreed that the following school closing provision shall become immediately effective. When an Act of God or an employer directive forces the closing of a school or other facility of the employer, bargaining unit members shall be excused from reporting to duty without loss of pay. Days/hours lost due to school closing under the foregoing circumstances shall not be rescheduled. To the extent that any other provision of the collective bargaining agreement such as the school closing provision, school calendar or the like shall be inconsistent with the foregoing, such provisions shall be null and void as to the extent of the inconsistency.

XIII. CONTINUITY OF OPERATIONS

A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this agreement. The Association accordingly agrees that it will not, during the period of this agreement, directly or indirectly engage in or assist in any strike as defined by Section I of the Public Employment Relations Act.

B. Nothing in this article shall require that the Board keep the schools open in the event of severe or inclement weather or otherwise when prevented by an Act of God. When the schools are closed to students due to the above conditions, teachers shall not be required to report for duty. Teachers could still be required to teach in a virtual learning environment.

XIV. LEAVES

A. **Sick Leave -** At the beginning of each school year, teachers will be provided with eleven (11) paid sick days which may be used by the teacher for absences caused by illness or disability of the teacher.
Teachers reporting to work who are able to work at least two hours of the school day will only have ½ paid sick leave deducted from their accumulated leave. Teachers who are able to work the full morning session, and at least 1 and ½ hours into the afternoon session will not have any time deducted from their paid sick leave, even if needing to leave the District thereafter due to illness or disability.

1. **Use of Sick Leave -** In addition to using paid sick leave for the teachers own personal illness or disability, paid sick leave may be used for the following reasons:
   a. Teachers may use up to 5 days of paid sick leave per school year to care for a spouse, parent, child, step-parent, or step-child that is ill and requires the teacher's care.
   b. Teachers may use 1 day of paid sick leave per occurrence due to an emergency illness affecting the teachers' spouse, parent, child, step-parent, or step-child that requires immediate medical or nursing care.
   c. Teachers may use paid sick leave to attend personal medical or dental appointments that cannot be scheduled outside of the teachers' work day.
   d. Teachers requesting to use a paid sick day must notify the District through the District-established procedures no later than 7:15 AM on the day that the teacher will be absent. Except for emergency situations, teachers who

fail to provide this notice will have one day's salary deducted from his or her pay.

2. **Sick Leave Accumulation** - Teachers may accumulate up to 67 days of sick leave. Accumulated leave in excess of 67 days will be paid to the teacher at the rate of $65 per day in excess of 67. Payment will be made by the District to the teacher at the end of the school year. Payment may, at the option of the teacher, be made by the District to a tax-sheltered annuity plan provided by a District-approved vendor. Teachers electing the annuity option must inform the District's Business Office no later than May 1st of the year in which the payment will be made.

3. **Separation of Employment with 10 Years Consecutive Service** - Teachers that leave their employment with the District after 10 years of consecutive employment with the District will be paid an amount equivalent to 20% of the teacher's accumulated sick leave at the teacher's then-current daily rate. Payment may, at the option of the teacher, be made by the District to a tax-sheltered annuity plan provided by a District- approved vendor. Teachers electing the annuity option must inform the District's Business Office no later than May 1st of the year in which the payment will be made.

4. **District Required Medical Assessment** - The District may require a teacher to undergo an examination by a qualified healthcare provider. Any District required examination will be paid for by the District.

5. **Returning to Work Following a Prolonged Absence** - The District may, at its discretion, require a teacher who has been absent from the District for an extended period of time due to illness or disability to provide a written documentation from the teacher's qualified health care provider that the teacher is medically capable of returning to work.

B. **Paid Time Off** - Starting July 2024, employees covered by this Agreement will have PTO in place of personal business days. At the beginning of each school year, teachers will be provided with 3 days of paid time off (PTO).

1. **Use of Paid Time Off** - PTO days may not be used on the last work day prior to a school recess or the first work day after a school recess. Teachers must notify their supervisor to use a PTO day at least 48 hours in advance of the absence. In cases of emergency, the administrator may waive the advance request period.

2. **Paid Time Off Accumulation** - PTO days will not accumulate. Any unused PTO days at the end of the school year will transfer to the teachers' accumulated sick leave.

C. **Bereavement Leave** - Teachers may use up to 5 paid days per incident for bereavement leave. Bereavement leave will be provided to the teacher for the death of a teacher's mother, father, brother, sister, wife or husband, son or daughter (biological, adopted, foster child, stepchild, legal ward) mother-in-law, father-in-law, sister-in-law, brother-in- law, daughter-in-law, son-in-law, grandparents, grandchildren, step-mother, step-father.

D. **Leave for Jury Duty** - Teachers will be granted paid leave time to participate in jury duty that the teacher is required to report for. In the event that the teacher is compensated by the court for his or her participation in jury duty, the teachers' pay shall be the difference between the teacher's regular rate of pay and the amount earned by the teacher for participating in jury duty.

E. **Leave for Association Business** - At the beginning of the school year, the Association shall be credited with eight (8) days to be used by the Association officers or designated members providing there is not excessive disruption of school operations (i.e. parent/teacher conferences, professional development). The Association agrees to request such days no less than three (3) calendar days in advance and shall pay for the cost of the substitute.

F. **Family Medical Leave Act (FMLA)** - In accordance with the requirements of the Family Medical Leave Act (FMLA), the District will provide qualifying teachers with up to 12 weeks of unpaid leave within any 12-month period for a qualifying reason. The District's administration of the FMLA will be done in accordance with Board Policy 3430.01 – Family Medical Leaves of Absence and applicable law. Leave time granted under FMLA will run concurrently with any other leave time (paid or unpaid) granted by the District under this Article XIV.

G. **Leave for Active-Duty Military** - Teachers who are active-duty members of a branch of the United States of America military will be granted a leave of absence without pay for the period of time that the teacher is required by the military to serve in an active-duty capacity. Reinstatement upon return from active duty will be done in accordance with applicable law.

When the teacher returns to teaching from military leave he or she will be paid at the rate that he or she would have been paid had he or she taught continuously during his or her activity duty.

Teachers who are active-duty members of a military reserve program and who are required by the military to serve in an activity-duty capacity will be paid the difference between their teaching salary and their military pay for up to 15 calendar days per school year.

H. **Childcare Leave** - The District will grant a teacher a leave of absence without pay for a period not to exceed one year so that the teacher can care for his or her infant child (including an adopted child).

Teachers shall make reasonable effort to align the start and end dates of their leave with the start and end dates of the Districts semesters and must provide the District with at least 30 days advance notice of the intended start date of the leave. Unless the teacher works at least 90 days during the school year, a teacher who is granted leave by the District to care for his or her infant child shall return to the same step on the salary schedule that the teacher was on when the leave started.

I. **Leave for Continuing Education or Sabbatical** - The District may grant a teacher a leave of absence without pay for a period not to exceed one year so that the teacher may obtain additional education related to a teacher's field of study, or as is necessary for the teacher to obtain any additional licensing as is required by the District. Unless the teacher works at least 90 days during the school year, a teacher who is granted leave by the District to further his or her education shall return to the same step on the salary schedule that the teacher was on when the leave started.

The District may grant a teacher a leave of absence without pay so that the teacher can participate in a sabbatical in accordance with the requirements of section 1235 of Michigan's Revised School Code, MCL 380.1235.

J. **Miscellaneous Leaves** - The District may grant a teacher a leave of absence without pay for a period not to exceed one year for any reason upon the request of the teacher. A teacher requesting leave under this section J must provide a written request to the Superintendent at least 60 days prior to the proposed start date of the leave of absence and must describe in detail the reason for the leave as well as the requested start and end dates of the leave. Teachers shall make reasonable effort to align the start and end dates of their requested leave with the start and end dates of the District's semesters.

K. **Returning from Leave** - Teachers returning from any leave provided under this Article XIV are required to:

1. Notify the District in writing at least 60 days prior to July 1st if the teacher intends to return to his or her position during the next school year. If the teacher fails to inform the District of his or her intent to return, the teacher will be considered to have resigned his or her position with the District and the teacher's employment will be terminated.

2. Except as otherwise stated in this Article XIV, unless the teacher works at least 90 days during the school year, a teacher who is granted leave by the District shall return to the same step on the salary schedule that the teacher was on when

the leave started.

3. The District may, at its discretion, require a teacher who has been absent from the District for an extended period of time due to illness or disability to provide written documentation from the teacher's qualified health care provider that the teacher is medically capable of returning to work.

L. **Scheduled Leave Days When the District is closed for Student Instruction -** If the District is closed for student instruction on a day that a teacher was scheduled to be on paid leave for any reason under this Article XIV, the teacher will be paid for the day that the District was closed for student instruction and the day will not be counted as a leave day and/or the day will not be deducted from the teacher's accumulated leave balance.

M. **Disciplinary Action for Abuse of Leave Time -** Teachers who fail to comply with the requirements of this Article XIV with respect to the use of leave time may be subject to disciplinary action up to and including termination of employment.

XV. SPECIAL & STUDENT TEACHING ASSIGNMENTS INCLUDING SUBSTITUTES

A. Assignments for Adult Education, Driver Education and Summer School programs will be made by the Superintendent on the basis of teacher application. Compensation shall be as set forth in Schedule A.

B. The Principal agrees at all times to make reasonable effort to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call to report unavailability for work. Once a teacher has reported such unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

C. Supervisory teachers of student teachers shall not be considered as supervisors.

D. Supervisors of student teachers shall work directly with the university or college program coordinator and the Principal to assist in developing opportunities for the student teachers to observe and practice the arts and skills of the profession. Student teachers must be approved in advance by Building Principals and/or Superintendent.

E. The Board agrees to make available to the supervising teacher a copy of the most recent accrediting report, texts, teachers' guides, building and district policies and a copy of this agreement to assist the student teacher.

XVI. STUDENT DISCIPLINE AND TEACHER PROTECTION

A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance and control of discipline in the classroom. The Board acknowledges that it is in the best interest of the District and its responsibility to provide a safe learning and working environment for the District's students, teachers, administrators and support staff. The Board will follow the student code of conduct and support teachers in disciplining students provided that any discipline is done in accordance with applicable law, Board policy, and the student code of conduct.

B. A teacher may exclude a pupil from one class when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in class disruptive. In such cases, the teacher will furnish the Principal, as promptly as his/her teaching obligations will allow, full particulars of the incident in writing. The teacher, with an administrator, is required to meet with the student's parent as soon as possible regarding the suspension.

C. Any case of assault upon a teacher shall be promptly reported to the Board of Education or its designated representative. The Board may provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault and render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

D. If any teacher is complained against or sued as a result of any action taken by the teacher while in pursuit of his/her employment, the Board may provide legal counsel and render all necessary assistance to the teacher in his/her defense, provided however that, the Board shall have no obligation to provide legal counsel and/or to render any additional assistance to a teacher who failed to act in accordance with the District's policies and regulations or who's action or failure to act represented negligence, gross negligence, or intentional misconduct on the part of the teacher.

E. Time lost by a teacher in connection with any incident mentioned in this article may not be charged against the teacher, with the teacher's pay continuing to the time of the teacher qualifying for monthly long term disability or weekly worker's compensation.

XVII. DEFINITION OF SENIORITY - QUALIFICATION

Seniority shall be defined as total years of continuous service to the Onsted School District in positions that require teacher certification. Unpaid leaves of absence shall not count towards seniority, but shall not be construed to be a break in continuous service. A current seniority list shall be made available to the Association at the beginning of each school year.

If two or more teachers have the same seniority date, the teacher with the highest last four digits in his/her social security number will have the highest seniority date.

When one or more certified staff has the same total years of continuous service, seniority will be defined as the earliest date of official hiring. Hiring means the date of Board of Education approval.

A. **Qualification** - All teachers will have and maintain for the duration of their assignment all qualifications, certifications, and licenses, if any, which are required by law for the position to which they are assigned.

XVIII. VACANCIES AND TEACHER PLACEMENT

A. Definition of "Vacancy": A vacancy shall be defined for purposes of this Article as a classroom teacher position that is presently unfilled and for which the District intends to fill and any newly created classroom teacher position.

Definition of "Classroom Teacher": For the purpose of this article, "classroom teacher" shall mean only those teachers who have a valid Michigan teacher certificate or authorization or who are engaged to teach under section 1233b of Michigan's Revised School Code, MCL 380.1233b, who is employed by the District and who is assigned by the District to deliver direct instruction to students in any grades K to 12 as a teacher of record.

B. Notification (Posting) of Vacancies and Application: Notice of vacancies shall be posted on the District's website and the District will send a link to the posting to the Association within two business days of the vacancy being posted. Qualified classroom teachers may apply for a vacancy by submitting an email of interest to the personnel office. The email shall include a current resume and evidence that the classroom teacher is qualified for the vacancy. Vacancies shall be filled in accordance with the procedure outlined in Section C below.

C. Placement of Classroom Teachers

1. Internal classroom teachers who are determined by the District to meet the qualifications for the vacancy shall be interviewed for the position prior to considering external applicants. The District shall only fill a vacancy with an external applicant if no existing classroom teachers meet the qualification requirements for the vacancy set forth in this article.
2. The District will place the most qualified internal or external candidate in the vacancy. "Most Qualified" shall be determined by the District after consideration of the following:
    a. Appropriate and necessary certification, approval, or authorization for all aspects of the classroom teacher assignment.
    b. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable course or grade level.

c. Classroom teachers must be fully qualified for all aspects of the assignments as determined by the District, after consideration of the following:

1. Compliance with applicable state or federal law.
2. Credentials needed for District, school, or program accreditation.
3. Length of service in grade level(s) or subject area(s).
4. Recency of relevant and comparable teaching assignments.
5. The teacher's effectiveness as measured under the performance evaluation system used by the District.
6. The teacher's disciplinary record.

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

e. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must, within five business days thereafter, provide written notice of that petition to the Superintendent's office.

XIX. LAYOFF/RECALL OF CLASSROOM TEACHERS

Definition of "Classroom Teacher": For the purpose of this article, "classroom teacher" shall mean only those teachers who have a valid Michigan teacher certificate or authorization or who are engaged to teach under section 1233b of Michigan's Revised School Code, MCL 380.1233b, who is employed by the District and who is assigned by the District to deliver direct instruction to students in any grades K to 12 as a teacher of record.

A. Taking into consideration the Districts curricular, fiscal, and other operating conditions, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the curriculum. If the Superintendent determines that a reduction in classroom positions is necessary, the Superintendent will recommend to the Board the classroom positions to be eliminated and the classroom teachers to be laid off.

B. Decisions about the reduction and recall of classroom teachers will be made by the Board after consideration of the following criteria:

1. Retaining the most effective teachers as measured under the performance evaluation system used by the District.
2. Retaining classroom teachers who are properly certified, approved, or authorized to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s).
3. A classroom teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office.

C. Classroom teacher reductions and recalls are by formal Board action.

D. The Association will be notified of the Superintendent's intent to recommend a

reduction in classroom teachers at least five (5) days before the layoff notices are distributed to the teachers. Teachers being laid off shall receive a 60-calendar day notice in writing before the effective date of layoff.

E. Length of Service will be considered as a tiebreaker if a classroom teacher reduction or recall decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

F. Classroom Teacher Recall Process

1. Classroom Teacher is eligible for recall for 18 months from the date the District implemented the reduction in force.
2. The Superintendent will identify the academic level(s) or department(s) where a teaching vacancy exists.
3. Before or in lieu of initiating the recall of a laid off Classroom Teacher, the Superintendent may reassign teachers to fill vacancies following procedures of Article XVIX.C.2.c 1-5.
4. After, or in lieu of any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:
    a. a. First, recall a laid-off classroom teacher who is certified and qualified for the vacancy, provided the Classroom Teacher was rated effective on the most recent year-end evaluation.
    b. Second, post the vacancy and consider all qualified applicants,
5. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled classroom teacher.
6. A laid-off classroom teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, has extended the time limit in writing.

XX. EVALUATION

Definition of "Classroom Teacher": For the purpose of this article, "classroom teacher" shall mean only those teachers who have a valid Michigan teacher certificate or authorization or who are engaged to teach under section 1233b of Michigan's Revised School Code, MCL 380.1233b, who is employed by the District and who is assigned by the District to deliver direct instruction to students in any grades K to 12 as a teacher of record.

A. Beginning with the 2024-25 school year the negotiated performance evaluation system for classroom teachers shall be the Charlotte Danielson Framework for Teaching evaluation tool. The performance evaluation system shall:

1. Establish specific performance goals identified by a teacher in consultation with a school administrator that are intended to improve the teacher's effectiveness in the upcoming school year.
2. Provide an evaluation of the teacher's job performance with timely and constructive feedback.
3. Evaluate the teacher's performance using multiple rating categories including student growth and assessment data as described below.
4. The use of student growth and assessment data as a percentage of the year-end evaluation rating as required by the state. For the purposes of classroom teacher year-end evaluation, student growth and assessment shall be measured using a student learning objective measurement tool developed by the classroom teacher and approved by the school administrator.
5. Rate classroom teachers as effective, developing, or needing support.
6. Provide each classroom teacher with written evaluation including feedback as part of the year-end evaluation.

B. Process: The Performance Evaluation

1. Classroom observations for teachers will be conducted as follows;
    a. The classroom observations used in the year-end evaluation must include, at a minimum, a review of the teachers lesson plan for the day of the observation and the state curriculum standard being used in the lesson.
    b. The observation must include, at a minimum, a review of pupil engagement in the lesson that is observed.

2. In order to ensure 1.a and 1.b above, the classroom observation shall be no less than twenty (20) consecutive minutes.

3. There shall be notice of each planned observation date given to the teacher at least two (2) school days prior to the classroom observation. Not later than 24 hours after the classroom observation occurs, the teacher will provide to the observer their written lesson plan and the state curriculum standards being used in the lesson for the period of the classroom observation.

4. Feedback on both 1.a and 1.b will be discussed during the post-observation meeting between the observer and the teacher. The post-observation meeting shall be scheduled no later than ten (10) school days after the classroom observation occurred. At the post- observation meeting, the teacher will be provided with written feedback.

5. Beginning July 1, 2024, the annual, year-end performance evaluation system will assign a year-end rating of "effective", "developing", or "needing support".

    a. The year-end evaluation determination and written feedback shall be delivered at a meeting with the evaluating administrator and the classroom teacher no later than two weeks prior to the end of the school year. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" on the year-end evaluation.

6. Teachers who work less than 60 days in any school year, shall receive the same year- end evaluation rating they received in the prior school year for the current year.

7. Beginning July 1, 2024, if a tenured teacher has been rated "effective", for three (3) consecutive year-end evaluations, they shall be evaluated triennially thereafter, provided however that if the teacher is not rated effective on one of these triennial year-end evaluations, the teacher will again be provided with annual year-end evaluations.

8. The Board will ensure that an individual development plan (IPD) with performance goals developed by the school administration in consultation with the teacher and which includes recommended training to improve the teacher's effectiveness is created for the following:

    a. All probationary teachers (as defined by Michigan's Teacher's Tenure Act. but excluding those teachers who do not meet the definition of teacher as set forth in section 1229 of Michigan's Revised School Code, MCL 380.1229(6).

    b. All teachers who were rated minimally effective or ineffective on their 2023-2024 year end evaluation.

    c. All teachers who were rated as needing support or developing on their most recent year-end evaluation.

9. Any non-compliance with the evaluation process as described above shall be subject to the grievance process, except as is set forth in section 1249 of Michigan's Revised School Code, MCL 380.1249 (1)(1)(iii), year-end evaluations ratings shall not be subject to arbitration.

10. All teachers shall have the right to submit a written rebuttal to their

evaluation which will be included in their personnel file and attached to the year-end evaluation.

C. Rights of Tenured Teachers:

1. A tenured teacher who is rated as "needing support" on a year-end evaluation shall have the following options available:

   a. The teacher may request a review of the evaluation and the rating to the district's superintendent. Such a request must be made in writing within 30 calendar days after the teacher is informed of the rating. Upon receipt of the request, the superintendent shall review the evaluation and rating and may make any modifications as appropriate. A written response regarding the superintendent's findings must be provided to the teacher who requested the review not more than 30 calendar days after the request for review was submitted to the superintendent.

   b. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.

      i. The request must be submitted in writing within thirty (30) calendar days after the teacher receives the written response from the superintendent.

      ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.

   c. A tenured teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedures outlined in Article XXII.

XXI. DISCIPLINARY PROCEDURES

The District will not arbitrarily and capriciously discipline any bargaining unit member.

Procedural disciplinary process:

A. The alleged conduct must be a breach of contract, board policy, law, or the professional and ethical standards expected of members of the teaching profession.

B. The District must undertake an investigation into the allegations and must establish by a preponderance of the evidence that the member violated contract, board policy, law, and/or the professional and ethical standards expected of members of the profession. The District may place the alleged offender on non-disciplinary paid administrative leave during the course of the investigation process.

C. The District must provide the member with written documentation describing the investigation outcome and how the alleged conduct is in breach of the contract or board policy.

D. The District shall apply disciplinary action in a consistent manner, provided however that the District may consider past conduct of the individual and the seriousness of the offense when determining disciplinary action.

E. The term "discipline" as used in the Agreement includes:

1. Documented Verbal Warnings
2. Written reprimands
3. Suspensions without pay
4. up to discharge

F. The District shall strive to implement disciplinary action in a progressive manner, provided however that, any disciplinary or progressive disciplinary steps may be proportional to the level of severity of the misconduct as determined by the District. Generally, the District shall implement the following progression of discipline, provided however that the District reserves the right to assess discipline that is determines is appropriate based on the seriousness of the offense and the offender's prior conduct:

1. Documented Verbal Warnings
2. Written reprimands
3. Suspensions without pay
4. up to discharge

G. The specific grounds for disciplinary action will be presented in writing to the bargaining unit employee and the Association no later than the time discipline is imposed

H. In the case of a severe offense the District will consult with the Association to provide reasonable cause for the acceleration of such discipline.

I. Any discipline, independent of Category I, II, and III enumerated offenses https://www.michigan.gov/mde/services/ed-serv/educator-conduct/enumerated-offenses), shall be subject to the grievance procedure, provided however that, if the

District followed the disciplinary procedures set forth herein. The disciplinary action taken by the District shall be subject to arbitration and an arbitrator shall have jurisdiction over the disciplinary action taken by the District.

XXII. PROFESSIONAL GRIEVANCE PROCEDURE

A. An allegation by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provisions of this agreement may be processed as a grievance as hereinafter provided.

B. In the event that a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her building Principal either personally or accompanied by his/her Association representative.

C. If, as a result of the informal discussion with the building Principal, a grievance still exists, he/she may invoke the formal grievance procedure through the Association. The grievant must file the formal grievance within 30 calendar days of occurrence on the form set forth in the Schedule D signed by the grievant and a representative of the Association, which form shall be available from the Association. A copy of the grievance form shall be delivered to the Principal. If the grievance involves more than one building, it may be filed with the Superintendent.

D. **STEP I**

Within five (5) calendar days of receipt of the grievance, the Principal shall meet with the Association in an effort to resolve the grievance. The Principal shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting, and shall furnish a copy thereof to the Association.

E. **STEP II**

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) calendar days of such meeting (or ten (10) calendar days from the date of filing, whichever shall be later) the grievance shall be transmitted to the Superintendent. Within seven (7) calendar days, the Superintendent shall meet with the Association on the grievance. The Superintendent shall indicate his/her disposition of the grievance in writing within five (5) calendar days of such meeting and shall furnish a copy thereof to the Association.

F. **STEP III**

If the Association is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within five (5) calendar days of such meeting (or ten (10) calendar days from the date of filing, whichever shall be later), the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board. The Board, no later than its next regular meeting or two (2) calendar weeks whichever shall be later, shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than seven (7) calendar days

thereafter. A copy of such disposition shall be furnished to the Association.

G. **STEP IV**
If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator mutually acceptable to the parties. If the parties cannot agree as to the arbitrator within five (5) calendar days from the notification date that arbitration will be pursued, the arbitrator shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

H. The arbitrator shall have no power to alter, add to, or subtract from, the terms of this agreement. Both parties agree to be bound by the award of the arbitrator and agree that the judgment thereon may be entered in any court of competent jurisdiction.

I. The fees and expenses of the arbitrator shall be paid by the losing party.

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

K. Notwithstanding the expiration of this agreement, any claim of grievance arising hereunder may be processed through the grievance procedure until resolved.

XXIII. MISCELLANEOUS PROVISIONS

A. This agreement shall constitute the full and complete commitments between both parties, and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this agreement.

B. Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this agreement. Any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this agreement.

If an individual contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling. The Board shall not solicit execution of any individual contract at such time or in such manner as shall constitute an unfair labor practice under the Michigan Public Employment Relations Act.

C. If any provision of this agreement or any application of the agreement to any employee or group of employees shall be found to be 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. A copy of the Professional Agreement between the Onsted School District and the Lenawee County Education Association will be jointly edited by the negotiating teams.

E. An Emergency Financial Manager appointed to the District under the Local government and School District Fiscal Accountability Act may reject, modify, or terminate this collective bargaining agreement as provided in Local government and School District Fiscal Accountability Act.
This clause is included in the Agreement because it is legally required by State Law. The parties did not agree to this provision. By signing the agreement, the Association does not agree or acknowledge that this provision is binding on either the Association or on the Board. The Association reserves all rights to assert that this clause is unenforceable.

XXIV. NEGOTIATION PROCEDURE

A. Representatives of the Board and the Association's negotiating team may meet on the first Tuesday of alternate months, by request of either party to discuss any problems that may arise. These meetings are not intended to bypass the grievance procedure.

B. Each party shall submit to the other, on or before Friday prior to the meeting, an agenda covering the items they wish to discuss.

C. The Association shall designate teachers to act as Association representatives. The Principal and the Association representatives may meet at least once each month for the purpose of reviewing the administration of the contract and to resolve problems which may arise. These meetings are not intended to bypass the grievance procedure.

D. Between March 1st and March 15th of the year in which this agreement will expire, the parties agree to make a reasonable effort to initiate contract negotiations for the purpose of entering into a successor agreement.

E. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of

negotiations.

F. There shall be three signed copies of the final agreement for the purpose of record; one retained by the Board, one by the Association and one by the Superintendent.

XXV. INSURANCE

The Board of Education agrees to furnish to all eligible employees Option 1 or Option 2. Unless otherwise required by law, including the Patient Protection and Affordable Care Act, an Employee shall be considered eligible if the Employee works at Onsted Community Schools full-time. Board contributions shall be pro-rated for part-time Employees based on the relationship of their assignment to a full-time assignment. Employees shall receive insurance during the summer months, so long as the Employee pays their portion of the medical benefit plan costs and other insurance premiums/costs.

Onsted Community Schools will annually distribute through district email the medical and ancillary benefit highlights, including dental insurance programs, term life insurance programs, vision insurance programs, and long-term disability programs identified in the Lenawee/Hillsdale County Health Consortium A. Any plan changes within Consortium A will be agreed upon by the HLCEA Consortium Steering Committee and the Lenawee/Hillsdale County Consortium Governing Board.

All insurance coverages are based upon the Consortium A plans and contingent on Consortium A rates. Should HCISD leave the consortium, insurance coverages and employee cost shares will continue as listed below unless a different agreement is negotiated.

A. Option 1 - Medical, Vision, Dental, Life, LTD - Full Family, Two-Person, or Single Coverage: The Board will provide, selected by the member during open enrollment, any of the four (4) MESSA plans included in the Lenawee/Hillsdale County Health Consortium.

1. The District shall pay the current premium costs caps annually adjusted as determined by the State Treasurer as established by the Publicly Funded Health InsuranceContribution Act, MCL 15.561 et seq. As provided in that law, the District may deduct the employee's proportional cost of the medical benefit plan from compensation due to the employee.
2. For the Delta Dental coverage - Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Option 1 as defined by Lenawee/Hillsdale County Health Consortium A.
3. MESSA term life insurance as defined by the Consortium plan. Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Lenawee/Hillsdale County Health Consortium A.

4. Vision Service Plan (VSP) - The Vision plan shall be defined by the Lenawee/Hillsdale County Health Consortium A. Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Lenawee/Hillsdale County Consortium A.
5. Long Term Disability - The Board agrees to provide to all Employees an insured income continuation plan for disability extending beyond the Employee's accumulated sick leave. The income continuation plan and insurance carrier are as set forth in the Lenawee/Hillsdale County Health Consortium A as mutually agreed upon. For long term disability insurance, Onsted Community Schools will pay the premium for each bargaining unit member.

B. Option 2 - Cash-in-Lieu Option

1. Employees may elect to not participate in the group health insurance Plan A as described above.

C. Alternatively, Option 2 may be chosen and is as follows:
The Board will pay a cash in lieu benefit for those employees declining medical insurance in the Lenawee/Hillsdale County Health Consortium A. Employees who choose to receive the cash-in-lieu must first show proof of alternative minimum essential medical coverage outside of the Health Insurance Marketplace per the Affordable Care Act.

D. For those employees declining participation in Option 1, the Board will pay $5,100 per year as a cash option over 26 pays.

1. For the Delta Dental coverage, Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Option 2 as defined by the Lenawee/Hillsdale County Health Consortium A.
2. MESSA term life insurance as defined by the Lenawee/Hillsdale County Health COnsortium A. Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Option 2.
3. Vision Service Plan (VSP) - The Vision plan as defined by the Lenawee/Hillsdale County Health Consortium A. Onsted Community Schools will pay the premium for each bargaining unit member enrolled in Option 2.
4. The amount of the cash payment received may be applied by the employee to a tax-deferred annuity. To elect a tax-deferred annuity, the employee shall enter into a salary reduction agreement.
5. All costs relating to the implementation and administration of the Sections 125 program shall be borne by the employer.

6. Part time employees shall be provided with part time benefits prorated to hours worked.
7. All other benefits shall apply and be prorated as per this contract and length of contracted employment except that where a staff member has already attained 100% of insurance/annuity entitlements; no additional payments will be allowed according to this additional employment provision.
8. Any contribution amounts which may include fees, taxes, medical benefit plan costs (as defined with COmmunity Act 152 of 2011, as amended), and other insurance premiums/costs, exceeding the Board's contribution shall be payroll deducted from the wages of the enrolled Employee or if payroll is insufficient, paid directly by the bargaining unit member no later that the 1st of the month in which the payment is due.

E. For those employees declining participation in Option 1, the Board will pay $5,100 per year as a cash option over 26 pays.

XXVI. RETIREMENT

Please refer to Board Policy for the current early retirement incentive plan. The Board policy on early retirement incentive plans will be provided to all teachers prior to the December holiday break. Retirement incentive plans shall be negotiated with the Association. Teachers will receive an updated copy of a newly negotiated plan following negotiations.

XXVII. PAYMENT FOR ADVANCED DEGREES

A. The Board agrees to pay all teachers who have been in the system two years a special gratuity of fifty dollars ($50.00) per semester hour for all hours beyond permanent certification and/or continuing certification required to attain the Master's Degree. This will be paid in full upon receiving the Master's degree.
B. In order to encourage self-improvement beyond the Master's Degree, the Board agrees to pay fifteen dollars ($15) per semester hour for all hours necessary to complete work for the next higher degree. This will be paid in full to teachers who have been in the system no less than two years upon the completion of the degree.

XXVIII. MASTER TEACHER PROGRAM

Any teacher who meets the following qualifications shall qualify as a Master Teacher.

A. Any teacher who has been employed by the Onsted Community Schools for at least fifteen (15) years or is on the final step of the salary schedule may elect to participate in the Master Teacher program during the teacher's final two (2) years of employment.
B. An eligible teacher may elect to participate in the Master Teacher program by notifying the Superintendent in writing not later than May 1st of the year preceding the desired participation year. A plan will be developed by the teacher and building administrator. A copy of the plan

will be submitted annually, to the building administrator and Superintendent for approval by May 15th of the same year.

C. Each Master Teacher and the District shall execute a Master Teacher contract, which shall describe the additional duties and responsibilities to be performed by the teacher. Paid Schedule B duties and assignments shall not qualify as additional duties for Master Teacher purposes. The Master Teacher duties may include the following or similar duties:

- Resource Consultant
- Curriculum Review and/or Development
- Mentor
- School Improvement or NCA Responsibilities
- Staff Development
- Exploration and Implementation of Technologies
- Student Testing duties and responsibilities
- Student Assemblies
- Special projects with students
- Extra Teaching duties (perhaps teaching or supervising during planning period for a portion of the year)
- Additional duties or responsibilities as mutually determined

D. The Board will pay to the teacher the stipend specified in Schedule B for Master Teacher.

E. A Master Teacher who does not retire or otherwise leave the employment of the District at the end of the program is removed from the Master Teacher program for failing to perform the additional duties required by the teacher's Master Teacher contract (or who leaves the program before the end of the program period) and shall reimburse the District for all Master Teacher stipends received plus retirement contributions and FICA taxes paid by the District on such stipends. Reimbursement may be a lump sum payment or a reduction in the teacher's salary over a period not to exceed one (1) year.

F. Master Teacher compensation shall only be paid for duties actually performed. If a Master Teacher for any reason, including death or disability, performs only a part of the duties required by the Master Teacher Contract, the compensation shall be prorated based on the duties actually performed. Pro-ration does not apply to daily absences, but does apply to extended absences. Each Semester /Trimester during the Master Teaching duty, the participating teacher will provide a report of progress and status on assignment to the building administrator and Superintendent. A teacher failing to make sufficient or satisfactory progress may request the assistance of the building administrator, or possibly be asked to terminate the agreement.

XXIX. SCHEDULE A/ONSTED LOYALTY PAY

A. Annual Increments

2024-2025 School Year -

1. Employees shall be placed on appropriate steps and lanes using their 2023-2024 salary and not years of service to Onsted Schools.
2. Employees shall advance up to three steps in the appropriate lane after being placed.
3. Lane changes will be granted for eligible employees.

2025-2026 School Year -

Employees will advance one step. Lane changes will be granted for eligible employees.

2026-2027 School Year -

Reopen Contract for Financials Only

B. Teaching Experience Outside the System

Regular increments as set forth in the salary schedule may be allowed for teaching experience outside the system. A maximum of two (2) years military service can be included.

C. Degree Qualification Compensation

All graduate hours (semester hours or its equivalent) to be used for educational achievement beyond the Bachelor's Degree must be evidenced by a copy of the transcript from a college or university on file before August 31 for full adjustment of pay for the school year, and/or December 31 for a prorated salary increase. Adjustments to pay will only be done at these two times each year. If a transcript is not available, other evidence such as a grade card or a letter from the university or college reflecting successful completion of the course(s) will be acceptable until a transcript is available. It is understood that said hours shall be in the teacher's major, minor or integral part of a planned program leading to an advanced degree.

D. Curriculum Committee

Members working on curriculum, including accreditation, shall receive either a stipend of seventy-five dollars ($75.00) per half day or one hundred twenty-five dollars ($125.00) per full day during summer recess. Released time shall be granted during the regular school year. Curriculum review team members may be required to attend up to three (3) days during the summer.

E. Summer Teaching Teachers

In all summer programs shall be regular full time staff members unless no such staff members are able or willing to accept such summer teaching assignments, in which case temporary staff additions may be made. Teachers of academic subjects in summer

school and band shall be paid at the following hourly rate:

Teacher Hourly Rate: 2024-2026 $30.00

F. Full-Time Counselors

Counselors, who are contracted to work additional days immediately before and/or after the school year, shall be compensated at their per diem rate for those days. Any additional summer work for counselors shall be paid at the summer hourly rate reflected in section V and previously approved by the Superintendent.

G. Onsted Loyalty Pay/Schedule

For the duration of this contract, those members who complete certain year milestones working for Onsted Community Schools will receive a one time payment for their loyalty. This payment will be made in one lump sum at the completion of the milestone year as a certified teacher at Onsted Community Schools. The payment will be made no later than June 30th of the year in which the milestone is reached.

0-5	$2,000	after 5th year
6-10	$3,000	after 10th year
11-15	$3,000	after 15th year
16-20	$3,000	after 20th year
21-25	$3,000	after 25th year
26-30	$3,000	after 30th year
31-35	$3,000	after 35th year
36-40	$3,000	after 40th year

2024-2025 Salary Schedule		
STEP	BA	BA+42/MA
A	$44,150	$48,100
B	$45,475	$49,650
C	$46,800	$51,200
D	$48,125	$52,750
E	$49,450	$54,300
F	$50,775	$55,850
G	$52,100	$57,400
H	$53,425	$58,950
I	$54,750	$60,500
J	$56,075	$62,050
K	$57,400	$63,600
L	$58,725	$65,150
M	$60,050	$66,700
N	$61,375	$68,250
O	$62,700	$69,800
P	$64,025	$71,350
Q	$65,350	$72,900
R	$66,675	$74,450
S	$68,000	$76,000
T	$69,325	$77,550
U	$70,650	$79,100
V	$71,975	$80,650
W	$73,300	$82,200
X	$74,625	$83,750
Y	$75,950	$85,300
Z	$77,275	$86,850
AA	$78,600	$88,400

2025-2026 Salary Schedule A					
BA Degree			BA+42/MA Degree		
STEP	BA +1% (If student count < 1,200)	BA +1.5% (If student count >or= 1,200)	STEP	BA+42/MA +1% (If student count < 1,200)	BA+42/MA +1.5% (If student count >or= 1,200)
A	$44,592	$44,812	A	$48,581	$48,822
B	$45,930	$46,157	B	$50,147	$50,395
C	$47,268	$47,502	C	$51,712	$51,968
D	$48,606	$48,847	D	$53,278	$53,541
E	$49,945	$50,192	E	$54,843	$55,115
F	$51,283	$51,537	F	$56,409	$56,688
G	$52,621	$52,882	G	$57,974	$58,261
H	$53,959	$54,226	H	$59,540	$59,834
I	$55,298	$55,571	I	$61,105	$61,408
J	$56,636	$56,916	J	$62,671	$62,981
K	$57,974	$58,261	K	$64,236	$64,554
L	$59,312	$59,606	L	$65,802	$66,127
M	$60,651	$60,951	M	$67,367	$67,701
N	$61,989	$62,296	N	$68,933	$69,274
O	$63,327	$63,641	O	$70,498	$70,847
P	$64,665	$64,985	P	$72,064	$72,420
Q	$66,004	$66,330	Q	$73,629	$73,994
R	$67,342	$67,675	R	$75,195	$75,567
S	$68,680	$69,020	S	$76,760	$77,140
T	$70,018	$70,365	T	$78,326	$78,713
U	$71,357	$71,710	U	$79,891	$80,287
V	$72,695	$73,055	V	$81,457	$81,860
W	$74,033	$74,400	W	$83,022	$83,433
X	$75,371	$75,744	X	$84,588	$85,006
Y	$76,710	$77,089	Y	$86,153	$86,580
Z	$78,048	$78,434	Z	$87,719	$88,153
AA	$79,386	$79,779	AA	$89,284	$89,726

XXX. EXTRACURRICULAR ASSIGNMENTS AND PAY

A. Extracurricular activities will be distributed among the faculty at the discretion of the Principal involved. The assignments made shall be announced during the pre-school planning meetings in each school and a list of such assignments posted in each school office. No change from this assignment shall be made without notification to the Association.

B. Payment for the following activities shall be twice a year, one-half of the stated amount per payment.

- 2024-2025 school year increase three (3%) percent on schedule
- 2025-2026 school year increase one and one half (1.5%) percent on schedule
- 2026-2027 school year Open Contract for Financials Only

	24-25	25-26	26-27
	3%	1.5%	re-open
Class Advisors: 9th and 10th Grade	1,131	1,148	
Class Advisors: 11th and 12th Grade	2,080	2,111	
Band Service	2,411	2,447	
K-5 Music = 2/3 Stipend amount	451	458	
Choir: 6-12 = 1/3 Stipend amount	451	458	
High School Yearbook (if class is not offered)	3,117	3,164	
Middle School Student Council (1) (not during class time)	757	768	
Elementary Student Council (1)	757	768	
Middle School Yearbook (if class is not offered)	757	768	
National Honor Society	1,022	1,037	
OAC	1,022	1,037	
SADD	709	719	
International Club	709	719	
High School Youth in Government (2) (if class is not offered)	709	719	
MS Kiwanis Builders Club	709	719	
HS Kiwanis Key Club	709	719	
BIT (K-5)	789	801	
BIT MS	789	801	
BIT HS	789	801	

District Dept. Chairs/DIT Members (Mathematics, English Language Arts, Science, Social Studies and Elective 'Specials') Chairs not related to DIT	1,051	1,066	
Elementary Equations (1)	425	432	
Middle School Equations / MATHCOUNTS (1)	425	432	
Middle School Youth In Government (2 max.) (if class is not offered)	256	260	
High School Equations (1)	425	432	
HS Student Council	2,598	2,637	
Master Teacher	5% of Salary		

C. The following activities shall be paid for at the completion of the activity:

	24/25 3%	**25/26 1.5%**	**26/27 re-open**
District Play - Director (3) (ea) 1611+732/3	804	816	
Middle School Talent Show (2)	754	765	
Faculty Counselors Sixth Grade Camp	303	308	
Sixth Grade Camp Director (1)	1,054	1,069	
Science Fair	729	740	
MS./H.S. Dance Chaperones	50	50	
Robotics (if Class is not offered)	754	765	
Middle School Trip Organizer (Class Trip)	754	765	
Science Olympiad	754	765	
Activities as approved by Superintendent/Administrator			

XXXI. SCHEDULE B

Payment method for activities will be selected by employees on a Supplemental Pay Contract that will be completed prior to activities beginning or with Teaching Contracts as an additional form. The paycheck will be released upon completion of said items.

1. The following steps are designed for the coaching of athletics only.
2. The service at each step must be continuous or the step will revert to zero.
3. Changes of positions within a sport will not be considered experience unless approved by the Superintendent.
4. The Board reserves the right to place newly employed coaches to the system at positions of experience on the salary step.
5. Additional staff positions will be negotiated as necessary.

- 2024-2025 school year increase three (3%) percent on schedule
- 2025-2026 school year increase one and one half (1.5%) percent on schedule
- 2026-2027 school year Open Contract for Financials Only

	Pay	0	1	2	3	4	5	6
Football	Head	4,305	4,550	4,803	5,087	5,374	5,679	6,011
	Var Asst	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	JV Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	JV Asst	2,498	2,640	2,786	2,951	3,116	3,294	3,488
	8th Head	2,153	2,272	2,402	2,542	2,688	2,843	3,005
	8th Asst	1,806	1,909	2,015	2,139	2,258	2,385	2,526
	7th Head	2,153	2,272	2,402	2,542	2,688	2,843	3,005
	7th Asst	1,806	1,909	2,015	2,139	2,258	2,385	2,526
Basketball	Head	4,305	4,550	4,803	5,087	5,374	5,679	6,011
	Var Asst	973	1,016	1,059	1,105	1,157	1,209	1,264
	JV Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	Freshmen	2,498	2,640	2,786	2,951	3,116	3,294	3,488
	8th Head	2,153	2,272	2,402	2,542	2,688	2,843	3,005
	7th Head	2,153	2,272	2,402	2,542	2,688	2,843	3,005
BB/SB	Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	Var Asst	973	1,016	1,059	1,105	1,157	1,209	1,264
	JV Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
Track	Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	Var Asst	1,806	1,909	2,015	2,139	2,258	2,385	2,526
	MS Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
	MS Asst	973	1,016	1,059	1,105	1,157	1,209	1,264
Golf	Head	2,498	2,640	2,786	2,951	3,116	3,294	3,488
	JV Head	905	956	1,010	1,068	1,131	1,190	1,263
Wrestling	Head	3,573	3,777	3,987	4,221	4,461	4,714	4,988
	Var Asst	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	MS Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
	MS Asst	1,075	1,139	1,201	1,272	1,346	1,419	1,502
Volleyball	Head	3,573	3,777	3,987	4,221	4,461	4,714	4,988
	JV Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	Freshmen	1,918	2,026	2,140	2,267	2,396	2,533	2,678
	MS Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
Cheer	Var Head Fall	1,420	1,501	1,585	1,679	1,774	1,877	1,986
	JV Head Fall	1,075	1,139	1,201	1,272	1,346	1,419	1,502
	Comp Cheer Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
	Comp Cheer JV	1,075	1,139	1,201	1,272	1,346	1,419	1,502
	MS Fall	905	956	1,010	1,068	1,131	1,190	1,263
	MS Winter	905	956	1,010	1,068	1,131	1,190	1,263
Soccer	Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	JV Head	1,806	1,909	2,015	2,139	2,258	2,385	2,526
Tennis	Head	2,498	2,640	2,791	2,951	3,116	3,294	3,488
	Var Asst	905	956	1,010	1,068	1,131	1,190	1,263
XC	Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
	MS Head 7/8	1,806	1,909	2,015	2,139	2,258	2,385	2,526
Bowling B&G	Head	2,883	3,046	3,218	3,409	3,603	3,804	4,030
Powerlifting	minimum 6 events							

Schedule B Sports 2025-2026

	Pay	0	1	2	3	4	5	6
Football	Head	4,348	4,595	4,851	5,138	5,427	5,736	6,071
	Var Asst	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	JV Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	JV Asst	2,523	2,666	2,814	2,980	3,147	3,327	3,522
	8th Head	2,174	2,295	2,426	2,567	2,715	2,871	3,035
	8th Asst	1,824	1,928	2,035	2,161	2,280	2,409	2,551
	7th Head	2,174	2,295	2,426	2,567	2,715	2,871	3,035
	7th Asst	1,824	1,928	2,035	2,161	2,280	2,409	2,551
Basketball	Head	4,348	4,595	4,851	5,138	5,427	5,736	6,071
	Var Asst	983	1,026	1,069	1,116	1,168	1,221	1,276
	JV Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	Freshmen	2,523	2,666	2,814	2,980	3,147	3,327	3,522
	8th Head	2,174	2,295	2,426	2,567	2,715	2,871	3,035
	7th Head	2,174	2,295	2,426	2,567	2,715	2,871	3,035
BB/SB	Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	Var Asst	983	1,026	1,069	1,116	1,168	1,221	1,276
	JV Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
Track	Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	Var Asst	1,824	1,928	2,035	2,161	2,280	2,409	2,551
	MS Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
	MS Asst	983	1,026	1,069	1,116	1,168	1,221	1,276
Golf	Head	2,523	2,666	2,814	2,980	3,147	3,327	3,522
	JV Head	914	965	1,021	1,079	1,142	1,202	1,275
Wrestling	Head	3,609	3,815	4,027	4,263	4,506	4,761	5,038
	Var Asst	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	MS Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
	MS Asst	1,086	1,151	1,213	1,285	1,360	1,434	1,517
Volleyball	Head	3,609	3,815	4,027	4,263	4,506	4,761	5,038
	JV Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	Freshmen	1,937	2,046	2,162	2,290	2,420	2,558	2,705
	MS Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
Cheer	Var Head Fall	1,435	1,516	1,601	1,696	1,791	1,895	2,006
	JV Head Fall	1,086	1,151	1,213	1,285	1,360	1,434	1,517
	Comp Cheer Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
	Comp Cheer JV	1,086	1,151	1,213	1,285	1,360	1,434	1,517
	MS Fall	914	965	1,021	1,079	1,142	1,202	1,275
	MS Winter	914	965	1,021	1,079	1,142	1,202	1,275
Soccer	Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	JV Head	1,824	1,928	2,035	2,161	2,280	2,409	2,551
Tennis	Head	2,523	2,666	2,819	2,980	3,147	3,327	3,522
	Var Asst	914	965	1,021	1,079	1,142	1,202	1,275
XC	Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
	MS Head 7/8	1,824	1,928	2,035	2,161	2,280	2,409	2,551
Bowling B&G	Head	2,912	3,076	3,250	3,443	3,639	3,842	4,071
Powerlifting	minimum 6 events	-	-	-	-	-	-	-

DURATION OF AGREEMENT

This Agreement shall be effective upon ratification of both parties and shall continue in effect until June 30, 2027.

THE HILLSDALE LENAWEE COUNTY ONSTED COMMUNITY SCHOOL DISTRICT EDUCATION ASSOCIATION AFFILIATED WITH THE O.E.A., M.E.A., N.E.A.

By: _____
Anthony Aiken, President

By: _____
Jason Terakedis, President

By: _____
Heather Smith, Negotiating Team

By: _____
Ray Tessier, Vice President

By: _____
Heather Hildreth, Negotiating Team

By: _____
Jonathon Royce, Superintendent

By: _____
Andrew Clute, Negotiating Team

By: _____
Victoria Prettyman, Negotiating Team

By: _____
Marysa Prettyman, Negotiating Team

By: _____
Penny Spooner, Negotiating Team

By: _____
Gabriel Snyder, MEA Uniserv Director

XXXII. SCHEDULE C

Onsted Community Schools

Part of Agreement Date:

Grievance Report

Building	Assignment	Name of Grievant	Date Filed

STEP I

Grievance Occurred:

Statement of Grievance:

Relief Sought:

Association Authorization: _____

Date: _____

Disposition by Principal:

Signature: _____

Date: _____

Grievant and/or Association Position:

Signature: _____

Date: _____

STEP II

Date Received by Superintendent:

Disposition of Superintendent:

Signature: _____

Date: _____

Position of Grievant and/or Association:

Signature: _____

Date: _____

STEP III

Date Received by Secretary of Board:

Disposition of Board of Education:

Signature: _____

Date: _____

Position of Grievant and/or Association:

Signature: _____

Date: _____

XXXIII. CALENDAR

OCS Calendar 2024-2025

August-24

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

September-24

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

October-24

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

November-24

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

December-24

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

January-25

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

February-25

S	M	T	W	T	F	S		
						1	0	0
2	3	4	5	6	7	8	5	5
9	10	11	12	13	14	15	5	5
16	17	18	19	20	21	22	4	4
23	24	25	26	27	28		5	5
							19	19

March-25

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

April-25

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

May-25

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

June-25

S	M	T	W	T	F	S		
1	2	3	4	5	6	7	4	4
8	9	10	11	12	13	14	0	0
15	16	17	18	19	20	21	0	0
22	23	24	25	26	27	28	0	0
29	30						0	0
							4	4
							180	185

- Prof Development - No Students
- Vacation Days - No School
- Students 1st day of School
- P/T Conference 11:10 a.m. Dismissal with Conferences from 12-3 p.m. and 4-7 p.m.
- 1st day of 2nd Sem.
- Semester Ends 11:10 Dismissal for all
- Early Dismissal for all 11:10
- Act of God Make-Up Days as needed
- 11:10 Dismissal, Staff BIT Day
- 2nd & 4th 9weeks begin

1st nine weeks - 47 days
2nd nine weeks - 43 days
3rd nine weeks - 43 days
4th nine weeks - 47 days