MASTER AGREEMENT

BETWEEN THE

LES CHENEAUX COMMUNITY SCHOOLS BOARD OF EDUCATION

AND THE

LES CHENEAUX FEDERATION OF TEACHERS

July 1, 2026 - June 30, 2029

JD

CONTENTS

Article	Page
1. Recognition	3
2. Negotiation Procedures	4
3. Agreement	5
4. Salary Schedule	6-10
5. Supplementary Salaries	11-13
6. Insurance Protection	14
7. Teacher's Rights and Responsibilities	15
8. Board Rights	16
9. Teaching Day	17
10. Teaching Load and Assignment	18
11. Union Representation and Payroll Deductions	19
12. Severability	20
13. Leave of Absence	21-23
14. Grievance Procedure	24
15. Protection of Teachers	25
16. Miscellaneous Provisions	26
17. Chaperoning	27
18. Terminal-Retirement Leave Pay	28
19. Duration of Contract	29
Appendix A – Health Coverage	30
Appendix B – Vision Coverage	31
Appendix C – Supplemental Request Form	32
Signature Page	33

ARTICLE 1
RECOGNITION

A. The Federation

The Board of Education (Board) recognizes the Les Cheneaux Federation of Teachers (Federation) as members of MFT/AFT/AFL-CIO as the sole and exclusive negotiation representative of all employees (employee) of the Employer included in the bargaining unit described below. This contract includes all employees certified as teachers by the Michigan Department of Education and employed by the Board in a teaching position and other personnel that may require certification or degrees who are not responsible for the hiring and/or firing or certificated personnel. All other positions are excluded, among those being: Superintendent, Principals, substitute teachers, teacher aid, any other non-teaching positions, and supervisors within the meaning of the Public Employment Relations Act.

B. Purpose of Representation

The Federation shall represent the negotiation unit for the purpose of collective negotiations in respect to "rate of pay, wages, hours of employment, or other conditions of employment."

C. Other Teacher Organizations and Individuals

The Board agrees not to negotiate with any teacher organization or individuals other than the Federation for the duration of this agreement.

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ARTICLE 2
NEGOTIATION PROCEDURES

A. Initiation

By November 1, 2028, the parties will begin negotiations for a new agreement covering hours, wages, terms, conditions of employment, and shall continue until an agreement is reached.

ARTICLE 3
AGREEMENT

A. Written

When an agreement is reached, it shall be reduced to writing.

When approved and signed by the parties as required by Sec. 17, Act. 336 of the Public Acts of 1947 as amended, the contract shall be implemented.

B. Authority of Agreement

This agreement shall supersede any Board rule, regulation or practice contrary to or inconsistent with its term.

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ARTICLE 4
SALARY SCHEDULES

A. Salary Schedules

School Year 2026-2027

	BA	BA+ PROF	MA	MA+20
1	44,364	45,438	47,592	48,666
2	45,694	46,801	49,019	50,125
3	47,065	48,205	50,490	51,629
4	48,477	49,651	52,005	53,178
5	49,932	51,140	53,565	54,773
6	51,429	52,675	55,172	56,417
7	52,972	54,255	56,827	58,109
8	54,562	55,882	58,532	59,852
9	56,198	57,559	60,288	61,648
10	57,884	59,286	62,096	63,497
11	59,621	61,632	64,527	65,970
12	61,409	63,481	66,462	68,063
13	63,252	65,953	69,024	70,672
14	64,809	67,931	71,435	73,246
15	66,639	69,969	73,578	75,444
16	68,525	72,068	75,786	77,707
17	70,581	74,231	78,059	80,038
18	72,698	76,457	80,401	82,440
19	75,970	79,898	84,019	86,149
25	77,489	81,496	85,699	87,872

- Staff members will receive a step in September 2026

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School Year 2027-2028

	BA	BA+ PROF	MA	MA+20
1	45,251	46,346	48,543	49,639
2	46,608	47,737	50,000	51,128
3	48,007	49,169	51,500	52,662
4	49,447	50,644	53,045	54,242
5	50,930	52,163	54,636	55,869
6	52,458	53,728	56,275	57,545
7	54,032	55,340	57,963	59,271
8	55,653	57,000	59,702	61,050
9	57,322	58,710	61,493	62,881
10	59,042	60,471	63,338	64,767
11	60,813	62,865	65,817	67,289
12	62,638	64,750	67,792	69,424
13	64,517	67,272	70,404	72,086
14	66,105	69,290	72,864	74,711
15	67,972	71,369	75,050	76,953
16	69,896	73,510	77,301	79,261
17	71,993	75,715	79,620	81,639
18	74,152	77,987	82,009	84,088
19	77,489	81,496	85,699	87,872
25	79,039	83,126	87,413	89,630

- Staff members will receive a step increase in September 2027

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School Year 2028-2029

	BA	BA+ PROF	MA	MA+20
1	45,703	46,810	49,029	50,135
2	47,074	48,214	50,500	51,639
3	48,487	49,660	52,015	53,188
4	49,941	51,150	53,575	54,784
5	51,439	52,685	55,182	56,428
6	52,983	54,265	56,838	58,120
7	54,572	55,893	58,543	59,864
8	56,209	57,570	60,299	61,660
9	57,896	59,297	62,108	63,510
10	59,632	61,076	63,971	65,415
11	61,421	63,493	66,475	67,962
12	63,264	65,398	68,470	70,118
13	65,162	67,945	71,108	72,806
14	66,766	69,983	73,593	75,458
15	68,652	72,082	75,800	77,722
16	70,595	74,245	78,074	80,054
17	72,712	76,472	80,417	82,456
18	74,894	78,766	82,829	84,929
19	78,264	82,311	86,556	88,751
25	79,829	83,957	88,288	90,526

- Staff members will receive a step increase in September 2028

B. Part Time Teachers

Part time teachers shall be advanced one (1) year on the salary schedule for every year they are employed for 3/7 or more of the teaching hours per year. Salary is calculated based on percent of the Full Time Equivalency (FTE).

C. Individual Contracts

Salary on Individual Contracts shall indicate the amount of the basic teacher salary separate from the amount of supplemental salaries so as to avoid any misunderstanding which may arise from future changes.

D. Salaries Beyond the Bachelor's Degree

Any salary adjustment for the gaining of college credits beyond the Bachelor's Degree shall be subject to the following conditions: All payments for the movement to the BA + PROF, MA or the MA + 20 semester hours track shall be made at the beginning of each semester, providing that appropriate proof of the degree and/or credits are received by the Superintendent prior to the start of the semester, and has been awarded a "Professional" certificate. (Note: A teacher will remain in the BA Provisional column until Professional Certification is obtained)

E. Additional Salaries, Courses for Teaching Improvement

It is the responsibility of each professional employee to obtain their initial Professional certificates. However, the Board of Education will assist the teachers who must keep those certificates current by paying for one-half of the tuition for those courses necessary for maintaining their continuing certificate (i.e., the six (6) hours every five (5) years, minus any SCECH'S that revert to credit, that are received). Reimbursed coursework requires prior Administrative approval.

If a teacher is paid tuition plus expenses for course work by an out-of-school organization, such as the Intermediate School District or a government sponsored organization, then they will not be reimbursed by the Les Cheneaux Community School District.

F. Daily Rate

The teacher's daily rate of pay shall be his/her basic teacher salary divided by the number of student days required by the State of Michigan, plus any Professional Development days that are not counted toward instruction, not to exceed 5 days.

G. Length of Individual Contract

The individual teacher contract shall be of forty (40) weeks duration. These weeks shall include; days when students present for instruction, holidays, work and records days, and vacation days. In the event that the school year must be extended due to weather or other reasons which require those days to be made up, it is understood that this length of a teacher contract shall be extended by the same amount of days as provided in Article 16.

H. Experience Credit

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Effective July 1, 1989, the Board may grant to newly hired teachers experience credit on the salary schedule equal to the actual K-12 teaching time served pending proper certification and qualifications.

I. Extra Class Assignments

Teachers shall be paid an additional one-seventh (1/7) of the teacher's salary when credited classes are assigned to be taught before or after the regularly scheduled school day or during preparation periods.

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ARTICLE 5

SUPPLEMENTAL SALARIES

Supplemental salaries (C, D & E) are calculated as a percent of BA schedule for the first 5 years' experience and calculated on the BA+ schedule for the remaining years, up to 10 years for each category. When teams are combined due to athlete numbers, coaches will receive pay for the highest position. When teams are combined due to lack of available coaches, coaches will receive pay for both positions. **See athletic pay scale for Supplemental Salaries (A & B).

A. Athletic Coaching - Middle School

Basketball	3.7%
Track	7% (for one)
Cross Country	3.7%
Volleyball	3.7%
Golf	2%
Baseball	
Coach	3.7%
Assistant	2.3%
Softball	
Coach	3.7%
Assistant	2.3%

B. Athletic Coaching – High School

Football	
Varsity	11%
Assistant (Varsity)	8%
JV	8%
Assistant (JV)	7%
Basketball	
Varsity	11%
JV	8%
Track	
Varsity	8%
Assistant (Varsity)	5%
Cross Country	
Varsity	8%
Golf	
Varsity	8%
Volleyball	
Varsity	11%
JV	8%
Baseball	
Coach	8%
Assistant	5%
Softball	
Coach	8%
Assistant	5%

*There will be an additional $500 bonus payment for those with 15 or more years' coaching

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C. Advisors

As advisor positions become vacant, open positions will be posted for union membership to apply.

National Honor Society	2%
Senior Class Advisor	1%
Jr. Class (Prom and related activities)	2%
Student Council High School	2%
High School Quiz Bowl	2%
Band Director*	
Yearbook*	

*Compensation is as follows, with administrator approval when outside of the regular school day:

< 3.5 hours = half sub daily rate

>=3.5 hours = full sub daily rate

Robotics (HS)**	2%

**Robotics (Elem and MS) stipend as per state grant. In the event a state grant/stipend is awarded, the HS Robotics compensation would be the coaching stipend as delineated in grant.

D. Mentor Teachers

If a teacher is assigned to mentor a new teacher, the Mentor will receive 3% of the base (BA for years 1-5, BA+ for years 6-10) plus receive substitute teacher's substitute pay for days outside of the contract year that they must attend training sessions either with or for each new teacher to be certified.

A Mentor Teacher shall be defined as a Master Teacher as identified in section 1526 of Public Act 335 (1993) and shall perform the duties of a Master Teacher as specified in the act.

Mentor Teachers shall be assigned in accordance with the following:

The ultimate and overriding criteria used in selecting a Mentor Teacher will be the candidate's recognition as a teacher skilled in the art and science of teaching with the capability to communicate these two areas.

The Mentor Teacher shall be a tenured teacher.

Participation as a Mentor Teacher shall be voluntary to the extent possible.

Whenever possible, Mentor Teachers and Mentees shall work in the same building (elementary, middle, high school) and have the same area of certification.

Whenever possible, the Mentee shall be assigned to only one (1) Mentor Teacher at a time.

The Mentor Teacher assignment shall be for one (1) year, subject to review by the Administration, Mentor Teacher and the Mentee after three (3) months. The appointment may be renewed in succeeding years.

Mentor Teachers may have up to two (2) mentees.

The purpose of the Mentor/Mentee is to match the teachers and to provide necessary assistance toward the end of quality instruction. The Board and the Federation agree the relationship shall be confidential and shall not, in any fashion, be a matter included in the evaluation of the other. Further, the Mentor Teacher shall not be called as a witness in any grievance or administrative hearing involving the Mentee nor shall the Mentee be

called as a witness in any grievance or administrative hearing involving the Mentor Teacher. This article does not apply to unethical, illegal or immoral activities on the part of either the Mentor or Mentee.

E. Additional roles, such as lead teacher, if needed and filled, will be posted.

Supplemental pay will be requested on attached form in Appendix C. Supplemental forms are to be submitted at the beginning of the season for coaches and prior to March 1 for all other supplementals.

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ARTICLE 6
INSURANCE PROTECTION

A. Insurance Benefits are provided for full-time employees. Those working less than full time will have their insurance benefits pro-rated based upon a full day being 7 hours.

B. A cash in lieu option for employees eligible for single health insurance is $425 per month. A cash in lieu option for employees eligible for 2-person or full family insurance is $450 per month. The cash in lieu option is available for employees not taking health insurance.

C. Health Insurance Coverage

See Appendix A

D. Health Insurance will be selected and negotiated in November for each upcoming calendar year. Cash in lieu will also be negotiated at this time.

E. EFFECTIVE DATE
Insurance coverage subsidized by the Board shall take effect in the month in which a teacher begins active service.

F. CONTINUATION FOR RETIREMENT
A retiring teacher shall maintain coverage only for a period of thirty (30) days beyond the end of the month in which retirement is effective in order to provide uninterrupted coverage during transfer to a retirement group or personal coverage health insurance program.

G. TERMINATION OR RESIGNATION
Insurance coverage benefits shall be provided based on percent of days worked to fulfill contracted days.

H. DENTAL INSURANCE PROTECTION
The Board shall provide a dental benefit for all eligible employees of the bargaining unit and their eligible dependents 60/60/60 orthodontic rider with $1500 lifetime maximum payment for orthodontic work. Employees not electing health insurance are not eligible for Board provided dental insurance but may purchase this dental benefit for current dental premium rate.

I. VISION INSURANCE
The Board shall provide vision insurance to all employees of the bargaining unit and their eligible dependents. Employees not electing health insurance are not eligible for Board provided vision insurance but may purchase this Vision Benefit for $30.00 per month.

J. LONG TERM DISABILITY
The Board agrees to provide without cost to the employee a Long Term Disability Insurance Program beginning with the ninety-first (91st) calendar day, which provides payment at the rate of sixty-six (66) percent of the employee's base.

K. LIFE / AD&D
The Board agrees to provide without cost to the employee a Life Insurance / AD&D policy in the amount of $10,000.

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ARTICLE 7
TEACHERS RIGHTS AND RESPONSIBILITIES

A. Use of Building and Facilities

The Federation and its members shall have the right to use school building facilities, outside of the school day as it is defined in this agreement, for meeting in accord with the Board policy for non-school sponsored organizations. Any additional costs incurred for the use of the facilities shall be borne by the Federation.

B. To Enter School Premises

Representatives of the parent organization of the Federation and any person or persons having need to contact Federation officers or members with regard to Federation business or activities, shall enter school premises only by permission of the Administration provided always that there shall be no interference with school functioning and the purpose and the need for the visit shall be made clear to the Superintendent.

C. Forms and Reports

The teacher shall complete and submit all forms and reports requested by the Board and the Administration. Time limit for submitting shall be stated on all forms and reports.

D. Bulletin Boards and School Boxes

Bulletin boards shall be made available to the Federation and its members. The Federation may place its material in the mail system or post notices of meetings and results of Federation meetings or election results and the like. The material shall be signed by a Federation official. Materials other than the above shall be submitted to the Superintendent for approval before posting or placement in school boxes. Bulletin boards shall be in the vicinity of the school mail boxes to the extent permitted by law.

E. Insignia and Pins

No teacher shall be prevented from wearing the insignia or pin of membership in the Federation either on or off school premises.

F. Teachers' Records Kept by the Board

Each teacher shall have the right upon request to review the contents of his/her personal file. The file shall include record of employment, contracts, evaluations, transcripts, certification and data requested by the Board. A representative of the chapter may, at the teacher's request, accompany the teacher in this review.

G. Teachers and Students

No Federation or Teacher's view on matters relating to supervisor- teacher or Board-Federation relationships, or personal problems will be discussed by a teacher in the presence of a student during the performance of teaching duties and during school hours.

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ARTICLE 8

BOARD RIGHTS
INTRODUCTION

The Board, on its own behalf and on the behalf of the District, hereby retains and reserves unto itself, without limitation, all power, rights, authority, duties, and responsibilities conferred upon and invested in it by the laws and Constitution of the State of Michigan and of the United States, but without limiting the generality of the foregoing right.

The Board reserves the right:

A. Control

To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees.

1. Hiring

To hire all employees and subject to the provision of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote and transfer such employees.

2. Course of Instruction

To establish grades and courses of instruction including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

3. Methods and Materials

To decide upon the means and methods of instruction, the selection of the textbooks and other materials, and the use of teaching aids of every kind and nature-making consultation with the teacher or teachers concerned.

4. Schedules and Assignments

To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

5. Conclusion

The exercise of the following rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and the practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specified and express terms of this agreement.

ARTICLE 9
TEACHING DAY

A. Teaching Day

The regular day shall be 7:55 a.m. - 3:15 p.m. The teaching week shall consist of five days, Monday through Friday. Upon mutual agreement, alternative hours may be arranged.

Staff meeting times will be agreed upon at the elementary and secondary level. There will be (1) one staff meeting per month, not to exceed one (1) hour. There will be no elementary staff meetings during months with music concerts.

B. Lunch Hours

The Board shall provide for teachers assigned to grades K through 12 a thirty-minute duty free lunch period subject to emergency situations or problems connected with inclement weather.

C. Prep. Time

Each elementary teacher shall have an equal amount of time as secondary teachers for purposes of preparation of materials for classroom presentation. This time shall be spent in an assigned room in the building except as administrative permission allows otherwise.

D. Total number of contracted days shall be the number of student days required by the State of Michigan, plus any Professional Development days that are not counted toward instruction, not to exceed 5 days.

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ARTICLE 10
TEACHING LOAD AND ASSIGNMENT

A. Assignments

The Superintendent shall assign an equitable amount of class and extra class work throughout the entire facility

B. Teaching Load

1. The normal weekly teaching load is 30 teaching periods and five unassigned preparation periods.

   Without his/her consent, no teacher shall be assigned more than 30 hours of pupil contact per week. Assignment to a supervised study period shall be considered a teaching period for the purpose of this article. If a teacher teaches during prep time, the amount will be prorated and added to their contract for that year only.

2. The Board and Administration shall meet the following guidelines for class size: K and 1 (22), 2 and 3 (25), 4 and 5 (28), 6-8 (30), 9-12 (32).

   Class sizes that exceed the guidelines will receive additional support or be split into two sections.

3. In determining the teaching loads, consideration shall be given to the following components: the number of periods of class teaching, study hall duty, class size, guidance and supervisory activities, and the duty involved in the sponsorship of pupil activities.

4. Each teacher shall have one period per day for conference and preparation. This period shall be spent in an assigned room in the building except if administrative permission allows otherwise.

   These periods will be prorated according to any fractional day of the teacher's annual contract.

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ARTICLE 11
UNION REPRESENTATION AND PAYROLL DEDUCTIONS

A. Under this agreement the Union is to represent all of the employees in the bargaining unit fairly and equally without regards to whether or not any employee is a member of the Union. The terms of this agreement have been made for all employees in the bargaining unit but not only for members in the Union, and this agreement has been executed by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit.

Accordingly, it is fair that each employee in the bargaining unit pays his/her own way and assume his/her fair share of the obligation along with the grant of equal benefit contained in this agreement.

B. The Federation agrees to assume the legal defense of any suit or action brought against the Board regarding sections A through C of this Article of the collective agreement. The Federation further agrees to indemnify the Board for any costs or damages which may be assessed against the Board as a result of said suit or action, subject however, to the following conditions:

1. The damages have not resulted from negligence, misfeasance, or malfeasance of the Board or its agents,

2. The Federation, after consideration with the Board, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the Board by any court or tribunal.

3. The Federation has the right to choose the legal counsel to defend any suit or action.

4. The Federation shall have the right to compromise or settle any claim made against the Board under this section.

C. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, savings bond, charitable donations, or any other plans or programs jointly approved by the Federation and the Board.

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ARTICLE 12
SEVERABILITY

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

ARTICLE 13
LEAVE OF ABSENCE

A. Sick Leave
A teacher shall be granted annually eleven (11) days sick leave.
Unused sick leave shall accumulate from year to year to a maximum of 201 days. Sick leave may be used for personal illness or illness of spouse, children, mother, father, parent of spouse, grandparents, brother and sister only in the event these persons are living in that household. Upon depletion of accumulated sick leave, deduction for additional days missed shall begin immediately from that pay period. Any employee having sick accumulation in excess of 201 days shall be frozen at that accumulation level. A teacher may be granted the use of ten (10) sick leave days (noncumulative) for dealing with family illnesses, for those family members not living in the immediate household. Family for this provision is defined as father, mother, and parents of spouse, child, stepchild or grandparents.

B. Statement
The Board shall furnish each teacher with a written statement on or near the beginning of each school year setting forth the total sick leave credit.

C. Bereavement Leave
One (1) day of bereavement leave will be paid for by the district each school year. Unused bereavement days do not accumulate and can only be used for immediate family. Up to five (5) days of accumulated sick leave, upon employee request, may be used for death in the immediate family. Immediate family is interpreted to mean: father, mother, spouse, parent of spouse, brother, sister, child, grandparents, grandchild, or dependents in immediate household.

D. Personal Business Leave
Teachers shall be granted six (6) days per year non-cumulative, personal business leave. Personal business means an activity that requires the teacher's presence during the school day and is of such a nature that it cannot be attended to at a time when schools are not in session. If personal business days are not used, personal business days shall accrue as sick leave.

A maximum of 3 teachers may take leave on the first or last day of the school year, or the first working days preceding or following a vacation period or holiday. The members must have written approval of the Superintendent on such leaves.

For Spring break, written requests must be received by January 1. If more than 3 requests are received, use of personal days will be decided upon based on seniority. Members not awarded personal days will be required to take unpaid days and will be responsible for the pro-rated health insurance for those days.

E. Jury Duty Leave
Teachers who are called to serve on juries shall be granted the difference in daily rate of pay over and above the amount to be paid by the court.

F. Family Care
1. Family care leave without pay is available to any bargaining unit member upon request. The length of the leave shall not exceed one (1) year, renewable at the discretion of the Board. The purpose of Family Care Leave shall be for caring for a newborn child, an adopted child, or a seriously ill child or a catastrophic or personal illness of a member in the immediate family.
2. In order to provide for continuity within the classroom between pupil and member, if possible, the member shall provide the Superintendent's office in writing at least thirty (30) days prior to the expected

commencement date of leave so that necessary arrangements can be made to procure the member's replacement.
3. This leave may be renewed for one full year upon teacher's written request and approval of the Board. Written notice of intention to either return or resign shall be given to the Superintendent of schools by March 1 of the year in which the leave expires.
4. In the event of death of the object member of the leave, the leave of absence may be terminated under the following condition;
5. A leave of absence may be terminated upon mutual agreement between the member and Superintendent with approval by the Board of Education based upon the Superintendent's recommendation.

G. Exchange Teacher Leave

The Board may grant upon recommendation of the Superintendent a leave of absence to a teacher for not more than two (2) semesters for exchange teaching. An employee while engaged upon an exchange teaching service shall be paid the same salary he/she would receive were he carrying on his regular assignment. An employee, upon completion of an exchange teaching service, shall agree to return to the service of the Board for a period of two years.

H. Extended Personal Business Leave

Unless otherwise indicated, the following conditions shall apply to the approved extended leave of absence without pay for personal business:
1. Request for leave shall be made in writing.
2. Eligibility shall be based on a minimum of two (2) years' continuous employment in the district.
3. All extended leaves shall be limited to one year. Further extensions shall be at the will of the Board.
4. Salary increments shall not accrue.
5. Sick leave days shall not accrue but unused sick leave held at the start of the leave shall be reinstated.
6. Written notices of intention to either return or resign shall be given to the Superintendent of the school by March 1, of the year in which the leave expires.
7. The staff member taking the leave is entitled to an open position for which they are qualified and certified, but are not guaranteed a position.
8. Re-employment during the school year shall be at the discretion of the Board.

I. Military Leave

Any teacher who may be conscripted into the defense forces of the United States for services or training shall be granted a military leave. He/she shall be reinstated to their position in this school system with full credit including the annual increment, under the salary schedule, upon written request supported by competent proof that said applicant is fully qualified to perform the duties of the said position. The application for retaining the position shall be made in writing upon receiving notice of induction into the military service. Upon release from military service the teacher must notify the Superintendent of their intentions within ninety (90) days of date of discharge.

J. Under Workman's Compensation

Any teacher who is absent because of an injury or disease compensable under Michigan's Worker's Compensation Act shall receive from the Board the difference between the allowance under the Act and his/her regular salary.

K. Childhood Disease Leave

A teacher who is absent because of COVID, mumps, scarlet fever, measles, chicken pox, lice, impetigo, pink eye, pertussis, or fifths disease shall not be charged with sick leave up to a limit of ten (10) days when proof of such illness is shown by a doctor's statement

L. Federation Leave

At the beginning of every school year, the Federation shall be credited with a total of eight (8) days to be used by teachers who are officers or agents of the Federation. Such use to be at the discretion of the Federation. The Federation agrees to notify the Board no less than forty-eight (48) hours in advance of taking such leave. The first four (4) days of substitute costs will be the responsibility of the Board of Education, the second four (4) days will be the responsibility of the Federation. No one teacher can be out of the classroom more than four (4) days total nor more than two (2) consecutive days under this provision.

M. Leave without Pay

Permanent members covered by this agreement shall have the right to make application to the Superintendent or designee for a leave of absence without pay. Granting of such leave shall be at the sole discretion of the school district, up to 10 days of unpaid leave may be granted.

If the leave is granted, seniority shall be retained and accumulated during the period of leave.
During any leave of absence without pay, a member will no longer be eligible for Board paid fringe benefits including but not limited to health coverage. The member may continue coverage at his/her own expense.

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ARTICLE 14
GRIEVANCE PROCEDURE

An issue that could result in a grievance shall first be discussed with the Administration with the objective of solving the matter informally.

Grievance Definition –A grievance shall be reduced to a written statement of the alleged violation of a provision of this agreement.

A. Within (10) ten work days of the alleged violation, the employee must request in writing a meeting with the school Administration.

1. The written request must be signed, dated and include detailed facts upon which the alleged grievance occurred and which section of the contract was allegedly in violation.

B. The Administration must establish a meeting date with the grievant and a Federation representative within three (3) days of receiving the written request and hold the meeting within ten (10) days of the initial request.

C. The Administration shall submit a written decision to the grievant and the Federation representative within five (5) days of the meeting.

D. If the grievance is not resolved, the Federation representative may submit a written appeal to the Board on behalf of the grievant.

E. Within twenty (20) days of receipt of the written appeal, the Board or a committee of the Board shall meet with the Administration and the Federation representative.

F. If resolution is not reached by the Board within ten (10) working days of their consideration of the grievance, it may be submitted to arbitration before an impartial arbitrator selected by the American Arbitration Association, in accordance with the laws of arbitration.

G. The cost of any arbitrator under this article shall be paid equally by the Federation and the Board. All other costs involved shall be paid by the party incurring such costs.

ARTICLE 15
PROTECTION OF TEACHERS

A. In Discipline of Students

The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

B. Parent Complaints

Any complaint by a parent of a student directed toward any teacher shall be promptly, within 24 hours if possible, called to the attention of the teacher by the administration to the extent permitted by law.

ARTICLE 16
MISCELLANEOUS PROVISIONS

A. School Closing

Nothing in this agreement shall require the Board to keep school open in the event of severe inclement weather or when otherwise prevented by an act of God. When the schools are closed to the students due to the above conditions, teachers shall not be required to report to duty.

In the event closing, for inclement weather, occurs after school has started, teachers shall not be required to stay after students are dismissed.

In the event a teacher was scheduled to be out for a personal or sick time, the hours closed will not be deducted from the employees leave balances.

The Federation agrees that if make-up hours are necessary, to be in compliance with state pupil instruction hour's requirement, that the make-up hours will be made up, either during the school calendar or at the end of the school calendar.

B. Save Harmless

The Federation agrees to indemnify and save the Board, and including each individual school board member, harmless against any and all claims, demands, costs, suits, or other liability including back pay and all court or administrative agency costs that may arise out of or by reason of, action by the Board for the purpose of complying with this agreement.

C. Count Days

If at any time during the life of this Agreement, it becomes lawful to count as days of pupil instruction, days when pupil instruction is not provided due to conditions not within the control of school authorities such as due to severe storms, 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 directly 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 lost due to school closing under the foregoing circumstances shall not be rescheduled.

D. Room Conditions

If room temperatures drop below 60 degrees Fahrenheit or rise above 80 degrees Fahrenheit and the problem cannot be rectified in a 24-hour period, the Administration will prepare an alternative room with essential technology.

ARTICLE 17
CHAPERONING

Proper chaperoning of students of the Les Cheneaux Community Schools is a high priority with the Board of Education and Administration. Teachers of classes or organizations sponsoring activities requiring chaperones shall secure the services of parents, or other responsible adults, to act as chaperones, before such an activity may be held.

The student/chaperone ratio must receive administrative approval prior to the event taking place.
Activities requiring chaperones shall be:

1. Any social event of a class or organization

2. Any trip except field trips conducted within the regular school day.

3. Other activities as provided for above.

CS
BD

ARTICLE 18
TERMINAL-RETIREMENT LEAVE PAY

Upon termination of employment after ten or more years with Les Cheneaux Community Schools, if the employee is eligible for retirement benefits under existing law governing retirement of Michigan Public School Employees, the employee shall receive the following benefits;

A. $100 for each year of service to the District up to a maximum of thirty (30) years.

B. Payment for unused sick days, up to 201 days, paid at the rate of one half (1/2) the substitute rate of daily pay. In the event of an employee's death, payment shall be to the employee's estate for unused sick leave only.

These additional benefits may be deposited into the employee's eligible HSA plan, a 403B/457 eligible plan, or a separate check may be requested. Use Appendix C to determine where this stipend is deposited.

ARTICLE 19
DURATION OF CONTRACT

This contractual clause will be in effect, for the duration of the Master Agreement only, beginning with the date of signature. It will become null and void upon the expiration of this agreement, June 30, 2029, unless mutually agreed upon by both parties to extend it.

In the event that the Board of Education approves a policy for random drug testing for professional staff, the language and process will be negotiated at that time.

CS
JD

APPENDIX A

Health Insurance Coverage

January 1 through December 31 of current calendar year

For members of this agreement that enroll in the health care plan during the open enrollment period, the Board and members agree to health insurance coverage, Health Savings Account (HSA) deposits, and premium contributions articulated below:

Annual Cap – the annual cap amounts will be adjusted to 95% of the State maximum on January 1

Any premium amount above the negotiated cap will be deducted from the employee's salary in equal amounts per pay. Any premium amount below the negotiated cap will be contributed to the employee's HSA account. HSA deposits will be deposited at 66% on the January 8 pay date and 33% on the September 8 pay date.

Any new hire, or current employee qualifying for enrollment to the plan, will have the HSA deposit prorated on a twelve-month basis.

*See Article 6 for insurance protection information

APPENDIX B

Vision Insurance Coverage

January 1 through December 31 of current calendar year

The Board shall provide vision insurance to all employees of the bargaining unit and their eligible dependents.

Maximum annual benefit amount $300

Limits & Exclusions

1. Plan participants are limited to one pair of corrective spectacles lenses and one frame during any benefit year.
2. Plan participants may choose between eyeglasses or contact lenses, but not both

No Payments will be made for the following:

1. Non-corrective eyeglasses or contact lenses
2. Vision therapy or subnormal vision aids
3. Medical or surgical treatment of eyes
4. Replacement of lost or broken lenses or frames if benefits applicable to the replacement were previously provided during the benefit year
5. Charges with respect to which benefits are provided under any Workers' Compensation or similar law
6. Vision examination, lenses or frames with would have been furnished without cost in the absence of this insurance or for which an insured person has no legal obligation to pay
7. Charges for contact lenses that exceed the one-time annual plan allowance

The Board agrees to replace any glasses which have been accidentally damaged while being used in the performance of teaching duties, at the rate that the vision insurance would have covered the first pair.

Appendix C

Stipend, Supplemental Salaries, and Terminal Retirement Leave Pay.

Name _____ School Year _____

Check one that applies to you:
Stipend:_____
Terminal:_____
Supplemental:_____
If supplemental, complete sections in bold.

Position:_____

Years of Experience _____ **Percent** _____ **of** _____

Pay _____

Select one: (Required) _____ Paid with regular paycheck. _____ Paid with a separate check, via auto deposit.
Select if you want: (Optional) _____ Add to my 403B/457 (will need provider to send form at least 2 weeks prior to payroll) Depending on vendor may need multiple forms as some providers have different forms with effective dates. _____Add to my HSA (bank deposit information will need to be updated for each payroll affected).

_____ _____
Signature Date

SIGNATURE PAGE

Master Agreement July 1, 2026 – June 30, 2029 between

Les Cheneaux Community Schools Board of Education

_____ - Superintendent

Jason Sherlund - School Board President

and

Les Cheneaux Federation of Teachers

_____ - Co-president

_____ - Co-president

Kimberly Reid - Secretary/Treasurer