CENTER LINE PUBLIC SCHOOLS

ACADEMIES OF CENTER LINE

Master Agreement
between
The Center Line Board of Education
and
MEA/NEA Local 1
for the
Center Line Education Association

2025-2028

Rev. 8-18-25

Table of Contents

Preamble **1**

Section 1. Basic Contract Agreement **1**

1.1 Definitions 1

1.2 Basic Agreement 1

1.3 Recognition 2

1.4 Grievance Procedure 2

Section 2. Employment Relations **4**

2.1 Association Rights and Privileges 4

2.2 Vacancies, Promotions and Transfers 6

2.3 Reduction in Personnel 7

2.4 Placement / Recall 8

2.5 Racial Balance 9

2.6 Professional Participation - District, Building or Department Level 9

2.7 Evaluation 9

2.8 Discipline 9

Section 3. Teaching Conditions **10**

3.1 Teaching Hours/Tardiness 10

3.2 Teaching Loads and Assignments 13

3.3 Conditions Related to Teaching 14

3.4 Professional Qualifications 16

3.5 Special Reserve Teacher/Substitute Teacher 17

Section 4. Professional, Personal Leaves **17**

4.1 Absence Policy 17

4.2 Sick Leave Bank Policy 18

4.3 Leaves of Absence 19

4.4 Noncompensable Leaves of Absence 20

Section 5. Compensation and Benefits **22**

5.1 Retirement 22

5.2 Hospitalization, Medical, Dental, Life and LTD Insurance 22

5.3 Salary Schedule and Extra Compensation 23

Section 6. Other **25**

6.1 Code of Ethics 25

6.2 Non-Discrimination 25

6.3 No Strike Agreement 25

6.4 Negotiation Procedures 25

6.5 Savings Clause....25
6.6 Term of Agreement....25
6.7 Emergency Manager....25
6.8 Contract Ratification....25
Appendixes....27
Center Line Public Schools and MEA-NEA Local 1 Letters of Agreement....35

Agreement between
the Board of Education of Center Line Public Schools
and MEA-NEA Local 1

Preamble

Whereas, the Board of Education of the Center Line Public Schools has been offered good and sufficient evidence that it is the desire of the majority of the teaching staff to be represented by MEA-NEA Local 1; and further, the Board has a statutory obligation, pursuant to the Public Employment Relations Act, Act 336 of the Public Acts of 1947 as amended, to bargain with the Association as the representative of its teaching personnel in matters of hours, wages, and other terms and conditions of employment; and

Whereas, said Board of Education has formally recognized MEA-NEA Local 1 as exclusive bargaining representative of the teaching staff as designated below; and

Whereas, the Board of Education of the Center Line Public Schools and MEA-NEA Local 1 recognize and declare that providing a quality education for the children of the Center Line Public Schools is their mutual aim; and

Whereas, the members of the teaching profession are particularly qualified to recommend to the Administration and Board policies and programs designed to improve educational standards:

Therefore, the parties agree as follows:

Section 1. Basic Contract Agreement

1.1 Definitions

Board: The Board of Education of the Center Line Public Schools.

Association: MEA-NEA Local 1, which is affiliated with the Michigan Education Association and the National Education Association.

District: The territory officially designated as the Center Line Public Schools.

Teacher: With qualifying designations--any person represented by MEA-NEA Local 1, CLEA, in this Agreement.

Principal: The person responsible for the administration and supervision of a single school building.

Superintendent: The person responsible for the administration of all the schools in the district, or any person to whom he/she may delegate authority in a particular situation.

1.2 Basic Agreement

A. The Board agrees that its rules and regulations governing employees' conduct will be reasonable and enforcement of discipline will be fair.

B. In all cases regarding teacher discipline, due process safeguards will be exercised.

C. Teachers will faithfully perform their assigned duties in a professional and efficient manner under the terms of this contract.

D. The Board will compensate teachers according to the attached schedule for their services to the district.

E. All areas of this Agreement, unless specifically noted otherwise, shall apply to all teachers.

F. A time after working hours shall be reserved for a monthly meeting of representatives of the Board and the Association to discuss matters of mutual concern. The meetings will be held upon agreement of a mutually-accepted agenda. The agenda should be agreed to by the Friday preceding the requested meeting date. These meetings are not intended to by-pass the grievance procedure.

1.3 Recognition

A. The Association recognizes the Board as the elected representative of the people of the district, as the employer of all personnel on the payroll of the district, and that under state law it is charged with the general management of the schools.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual, the Association, or their representative from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement. The Association will be given the opportunity to be present at such adjustment.

C. The Board hereby recognizes the Association as the exclusive and sole bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all professional personnel whose position with the district requires a valid certificate, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding those with the title of Superintendent, Business Office Manager, Assistant Superintendent, Executive Director, Director of Special Education, Principal, Assistant Principal, Athletic Director, Maintenance/Transportation Supervisor, Assistant Supervisor of Maintenance and Custodial Services, Supervisor of Food Services, Technology Director, Transportation Coordinator and any other which in the future may be determined to be excluded under the law.

D. Nothing contained herein shall be construed to deny or restrict any rights a member of the Association may have under the laws of the State of Michigan and the United States of America.

E. Upon appropriate written authorization from the bargaining unit member, the Board shall deduct from the salary of any such teacher and make appropriate remittance for any institution or program jointly approved by the Board and the Association**,** Board-authorized annuities, the Extra Credit Union, savings bonds, Board-approved charitable donations. Other contributions will be considered by the Board of Education on their individual merit.

F. The Association shall indemnify and save the Board harmless against any and all claims, demands, suits, and other forms of liability that may arise by reason of the Board's complying with the provisions of this article.

1.4 Grievance Procedure

A. Definitions

Grievance: A claim based upon an event or condition which affects the conditions or circumstances under which a teacher works, allegedly caused by a misinterpretation or inequitable application of established law, Board policy, or the terms of this Agreement.

Party in Interest: The person or persons making a claim (complaint) and any person or persons who might be required to take action or against whom action might be taken to resolve the problem.

Days: When used in this section, days shall mean business days excluding summer.

The first day of the 30-day limit for a Board of Education decision at Level Four of the Grievance Procedure shall be the Wednesday immediately following receipt of the grievance notification letters in the Administration Building.

B. Purpose

The primary purpose of the procedure set forth in this section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher to discuss informally any matter of mutual concern or interest with an appropriate member of the Administration.

C. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent.

In the event a grievance is filed after May 15 of any year, the Board and the Association shall use reasonable efforts to process such grievance prior to the next school year.

If the grievant does not process the grievance to Level Two, or Level Three, or Level Four, or Level Five, within the prescribed time period, the grievance shall be considered settled on the basis of the answer at the last previous level, as the case may be.

D. When a grievance involving more than one building arises, the grievance shall be channeled to the Superintendent.

E. Levels of the Grievance Procedure:

1. **Level One**
   A teacher with a grievance shall notify his/her immediate supervisor or principal within twenty-five (25) days of its occurrence or from the time the grievant knew or should have known of its occurrence. Discussion of the complaint shall be within five (5) days of notification, individually, together with his/her Association representative, or through the Association representative. A written copy describing the grievance shall be given to the supervisor or principal for his/her records prior to or during the discussion at Level One. An Association representative will assist in writing the grievance.

2. **Level Two**
   In the event the grievant is not satisfied with the disposition of the grievance at Level One, or if the grievant does not receive an answer within five (5) days of the meeting to discuss the grievance, he/she may, within ten (10) days, submit the grievance to the Association for screening. At the same time, notice shall be given to the supervisor that Level Two is being invoked. The Association shall have thirty (30) days to determine if the grievance has merit.

3. **Level Three**
   The grievant may submit the grievance to the Superintendent within ten (10) days of the completion of Level Two action. Within ten (10) days from receipt of the grievance by the Superintendent, he/she shall meet with the Association in an effort to resolve the grievance. The Superintendent will provide a written answer to the Association and grievant within ten (10) days of the meeting.

4. **Level Four**
   In the event the grievant is not satisfied with the Superintendent's answer, or if no decision has been rendered within ten (10) days of the meeting with the Superintendent, the grievant may submit the grievance to the Board of Education within ten (10) days following the receipt of the unsatisfactory answer at the preceding level or from the expiration of the ten (10) days given for an answer. The Board shall, within thirty (30) days from submission of the grievance, provide a written decision on the grievance.

5. **Level Five**
   a. In the event a grievance is not resolved at Level Four, or if no disposition has been made within the period above provided, the grievance may be mediated according to state law and/or submitted to arbitration before an impartial arbitrator within twenty-five (25) days following completion of the procedures at Level Four. The Association must give the district simultaneous notice of the appeal at the time they invoke the arbitration/mediation authority. The arbiter shall be selected by the

American Arbitrator 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. 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 judgment thereon may be entered in any court of competent jurisdiction.

b. The fees and expenses of the arbitrator shall be paid jointly by the parties.

c. No judgment shall be awarded prior to the date of the grievance.

d. In the event the Association decides that the grievance does not have merit to proceed to arbitration, the grievant may not utilize the grievance procedure any further. However, nothing contained herein shall be construed as limiting the right of the grievant to pursue any or all other legal recourses from that point with the exclusion of arbitration.

F. The parties shall be guaranteed the right to produce such witnesses as are necessary to present their respective cases. The days used by teachers will be accounted for under the terms of Section 2.1, C., D.

G. Miscellaneous

1. A grievance may be withdrawn at any level without prejudice of record. However, if in the judgment of the Association Grievance Committee the grievance affects a group of teachers, the Association Grievance Committee may process the grievance at the appropriate level.

2. Decisions (answers) rendered at all levels shall be in writing and shall be promptly transmitted to all parties of interest.

3. No reprisals of any kind shall be taken by or against any party in interest or any participant in the grievance procedure by reason of such participation.

4. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

5. Forms for filing and processing grievances shall be available from the Association Grievance Chairperson and designated Association representatives in a manner to be determined by the Association. The design of the grievance form will be by mutual consent of the Superintendent and the Association.

6. A grievant may in no event be represented by an officer, agent, or other representative of any teacher organization other than the Association.

7. Processing of grievances shall be done at appropriate times and places so that all parties in interest will continue to perform their regular duties and classes will be continued on a regular schedule.

Section 2. Employment Relations

2.1 Association Rights and Privileges

A. The Association and its committees shall be allowed the reasonable use of school buildings for meetings. Times and places of Association meetings shall be reserved with building principals or their offices. Association meetings will not be monitored.

B. Notices of meetings, social events, and matters of general information from the Michigan Education Association and the National Education Association may be posted in teachers' lounges or other mutually agreed upon areas and school offices. Reasonable use of office telephones for local calls and use of the inter-school mail service for Association business are also permitted.

C. The Association shall be credited with thirty-two (32) days to be used by teachers who are officers or agents of the Association, such use to be at the discretion of the Association. The Association agrees to notify the Board no less than twenty-four (24) hours in advance of taking such days.

D. The Association may purchase any number of additional days from the Board of Education for Association business at the cost of a regular substitute. It is agreed that the use of these days will not permit one individual's program to be excessively interrupted. Request for use of these days shall normally be made in writing to the Superintendent by the Association president at least twenty-four (24) hours before the day is to be used.

E. The Association will pay $25,000 for two hours of release time for the EA president. Insurance and benefits will not be reduced. Full planning time will be maintained based on building assignment. When, feasible, a release time will be connected to planning time and / or lunch. Based on a 4/6 schedule a caseload will be proportionally reduced for non-classroom teacher.

F. Bargaining unit members will be given the first opportunity to fill extra-curricular bargaining unit positions for which they are qualified. Extra-curricular positions unfilled by bargaining unit members will be offered to non-bargaining unit members. Positions filled by non-bargaining unit members will be posted upon vacancy.

G. The class sponsor positions (two at each grade level) at Center Line High School shall be filled by Center Line High School teachers. Teachers will be given the opportunity to volunteer for these positions.

In the event that the positions are not filled by volunteers, the high school principal will make assignments based on a rotation system. The system to be established will be mutually agreed upon between the Center Line High School Administration and CLEA building representatives. If a mutually-agreed system cannot be achieved by the end of the second week of school, the high school principal will establish the system.

The rotating system will provide that no teacher will serve as class sponsor the second time before every teacher has served once.

H. The Board agrees to accept no student teachers without the approval of the supervising teacher.
Supervisory teachers of student teachers/interns shall be tenured teachers who voluntarily accept the assignments.

I. The following provisions shall be applied to all requests for information regarding a teacher under the Freedom of Information Act (FOIA).

1. Once the Board receives a FOIA request, the teacher and Association President shall be notified immediately and provided with a copy of the FOIA request.

2. As soon as possible and before the FOIA request is granted, the administration will contact the teacher and/or Association representatives to arrange for a review of the FOIA request and the documents requested.

3. The Board shall honor all exemptions to the production of documents contained in Section 13 (1) of FOIA.

4. On any documents that may be released under a FOIA request, all exempt material must be re-dated.

5. On any documents that may be released under a FOIA request, all information exempted under the Bullard-Plawecki Employee right to Know Act (MCL423.501) will be removed.

J. The Association shall be provided up to one-half (1/2) day during new teacher orientation to meet with new teachers.

2.2 Vacancies, Promotions and Transfers

A. Transfer When Staff Layoff Is Not A Factor

1. Voluntary

a. Request for voluntary transfer may be made any time a vacancy is posted. Vacancies for the next school year will be published as they arise via email to all staff.

Requests by a teacher for transfer to a different class, building, or position shall normally be made in writing to the Superintendent or his or her designee, one copy of which shall be filed with the Association and the principals involved. The request shall specify the posted position being requested and set forth the applicant's academic qualifications. Teachers must be certified for the positions requested. Internal teachers will be considered first for the open position.

- Areas of certification/endorsements, licenses and/or approvals required by law to be qualified to serve in the position or relevant and specialized training;
- The teacher's prior year evaluation;
- The recency by which the teacher taught the subject area or grade level within the district within the past five (5) years;
- Whether the teacher was on an individualized development plan ("IDP") in the previous school year; and
- The teacher's discipline history, excluding all verbal reprimands, as well as written reprimands other than those issued in the immediately preceding school year.
- Length of Service to the District will be used as a tie breaker.

b. To prevent undue disruption of the educational program, transfer requests will normally not be honored after the first Board of Education meeting in October.

2. Involuntary

a. Assignment of teachers is the responsibility of the Superintendent, or their designee, in consultation with the CLEA President, or their representative, Superintendent, or their designee, agrees to make placement decisions based on qualifications and consider the following factors when assigning a teacher position:

- Areas of certification/endorsements, licenses and/or approvals required by law to be qualified to serve in the position or relevant and specialized training;
- The teacher's prior year evaluation;
- The recency by which the teacher taught the subject area or grade level within the district within the past five (5) years;
- Whether the teacher was on an individualized development plan ("IDP") in the previous school year; and
- The teacher's discipline history, excluding all verbal reprimands, as well as written reprimands other than those issued in the immediately preceding school year.
- Length of Service to the District will be used as a tie breaker.

b. Involuntarily transferred teachers may elect a voluntary leave of absence providing a certified and qualified laid-off teacher is available. Requests for voluntary leaves may be received in writing prior to the first October Board meeting. Teachers requesting voluntary leaves will be placed at the bottom of the seniority list for one school year.

c. By March 1 of the year that the involuntary transfer took place, or any succeeding year, the reassigned teacher who is not satisfied with the transfer may, for the following school year request

the administration to place them in a vacancy that most closely resembles the assignment from which they were transferred.

3. During School Year

   a. The District will make every effort to avoid transfers between the first and last days of the teacher calendar.

   b. In the event that a current teacher meets the qualifications for an open position, they shall receive first consideration for voluntary transfer to the open position.

2.3 Reduction in Personnel

A. Before the Board makes any necessary reduction in personnel, it will first inform and discuss with the Association the effects of such reduction. This will include, but not be limited to, the criteria used for the determination of who will be laid off and the re-employment rights of such persons. The Superintendent, or their designee, will attempt to fill vacant positions using transfers before considering reduction in personnel.

B. Personnel Reduction meeting(s) will take place after preliminary scheduling has been completed in all areas, but in no case will the meeting(s) be later than one week prior to the anticipated date for layoff notification.

C. Special reimbursable programs will be staffed by individuals who are certified by the standards established by the respective programs.

D. A bargaining unit member who has not previously attained tenure under the Michigan Teachers' Tenure Act, MCLA 38.71 et seq.; MSA 15.1971 et seq., in a position other than as a classroom teacher and who is placed in a position other than a classroom teacher shall not be deemed to have tenure in such position by virtue of this contract or any individual contract for such non-classroom position but shall be deemed to have continuing tenure as an active classroom teacher.

E. In the event of a reduction, the Superintendent or designee will consider the criteria outlined below:

- Areas of certification/endorsements, licenses and/or approvals required by law to be qualified to serve in the position or relevant and specialized training;
- The teacher's most recent evaluation;
- The recency by which a teacher taught the subject area or grade level within the district within the past five (5) years;
- Whether the teacher was on an individualized development plan ("IDP") with the exception of the State required "IDP" for probationary teachers;
- The teacher's discipline history, excluding all verbal reprimands, as well as written reprimands other than those issued in the immediately preceding school year; and
- Length of service to the District.

F. Length of service shall continue to accrue for laid-off employees for a period of three (3) years. After that time, the laid-off teacher will retain seniority at time of layoff. Should the teacher accept a position at another district, they shall no longer accrue Length of Service.

G. The Board will make every effort to notify the Association throughout the process, and by **June 1st** at the latest, of the program to be eliminated for the following year and/or the positions to be eliminated as possible.

1. Whenever possible, notice of discontinuance of service shall be given to teachers affected by reductions in personnel and/or programs before the end of the school year preceding the year in which such discontinuance of service shall become effective.

2. Nothing in this agreement precludes the district from making reductions in personnel or programs at any time. The district shall make all efforts to avoid layoffs mid-year. Should mid-year layoffs become necessary, the district shall meet with the Association to discuss the impending reduction in staff.

H. It is the laid-off teacher's responsibility to maintain current contact information (address, phone and email address) in the Human Resource office. The Superintendent and/or designee will provide notice of recall to teachers by phone or email. The notice shall also establish the time within which the teacher must accept recall, within five business (5) days upon receipt of said notice.

I. No new employees shall be hired for bargaining unit positions while any laid-off employee meets the requirements of the position.

J. The District is not obligated to provide notification nor recall any teacher who has been laid off for thirty-six (36) consecutive months.

2.4 Placement / Recall

A. In the event there are laid-off teachers, the Superintendent or designee will identify any academic level(s), department(s), and/or program(s) that have vacant positions and that will be staffed through recall. The Board, at its discretion, may make use of voluntary and involuntary transfers to accomplish suitable placement.

B. The Board will inform and discuss the progress of placement with the Association.

C. Recall of teacher(s) to vacant positions shall be accomplished by consideration of the following factors:

- Areas of certification/endorsements, licenses and/or approvals required by law to be qualified to serve in the position or relevant and specialized training;
- The teacher's most recent evaluation;
- The recency by which a teacher taught the subject area or grade level within the district within the past five (5) years;
- Whether the teacher was on an individualized development plan ("IDP") with the exception of the State required "IDP" for probationary teachers;
- The teacher's discipline history, excluding all verbal reprimands, as well as written reprimands other than those issued in the immediately preceding school year; and
- Length of service to the District.

D. A recalled teacher shall return at either the step/lane of their prior employment or the next step as appropriate to the status of the contract.

E. Positions within the bargaining unit, outside of a regular classroom, that are filled by special training experience and interview will not be filled by involuntary transfer. These positions include, but are not limited to, counselors, learning consultants, and Special Projects Coordinator. Positions in this category will be re-posted and filled on a tentative basis by certified bargaining unit members if at all possible.

2.5 Racial Balance

The foregoing (Sections 2.2 - 2.7) shall not be construed in such a way as to prohibit the Board from providing a racially-balanced staff in each school building, and the Association will cooperate with the Board in seeking and promoting the employment of minority group educators.

2.6 Professional Participation - District, Building or Department Level

A. The Board and the Association recognize the importance of collaborative decision making (I.e. Collaborative Leadership, Strategic Planning, etc.). The parties agree that all collaborative planning processes shall contain adequate teacher representation. Both planning processes shall be voluntary, and there shall be no discipline or adverse evaluation for non-participation in the decision making process. Both parties agree that the intent of any school improvement plan is not to circumvent the terms and provisions of the master agreement.

B. The Board continues to work to build marketable programs that meets the need of every student.

    1. The Board will share facts with the teachers about maintaining traditional and non-traditional programs.

2.7 Evaluation

A. Beginning with the 2025 - 2026 school year, the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that complies with Michigan law MCL - Section 380.1249b, as in effect at the time of ratification, and as included in the Center Line Public Schools Observation and Evaluation Process.

B. The district shall meet with a Performance Evaluation Team yearly to review the evaluation process. The Performance Evaluation Team will include at least the Association President or designee, one teacher each from elementary, middle school, high school, and district representative(s).

2.8 Discipline

A. No teacher shall be disciplined, including verbal reprimands, written reprimands, suspensions, and discharges, without a preponderance of evidence. Discipline decisions must be proportionate to the seriousness of the proven facts and administered fairly and equally among all members. The specific grounds forming the basis for disciplinary action will be made available to the teacher and the Association in writing.

B. A teacher shall be entitled to have present a representative of the Association during any disciplinary action or any action that may lead to disciplinary consequences. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present, provided that such representation is provided in a reasonable amount of time.

C. The Board agrees to follow a policy of progressive discipline and due process Discipline should only be provided after warning or other notice that behavior is unacceptable (unless the behavior violates clear and basic standards of conduct). Progressive discipline shall generally follow the below order:

    1. formal verbal reprimand
    2. written reprimand
    3. suspension without pay
    4. discharge.

    The parties acknowledge that the severity of an offense may provide good cause for the acceleration of the above progression of discipline. Any disciplinary action taken against a teacher shall be appropriate to the behavior which precipitates said action.

D. The district's investigation shall follow due process.

E. The discipline is subject to the grievance procedure outlined in the CBA.

F. Discipline that involves the discharge or demotion of a tenured teacher or the discharge or non-renewal of a probationary teacher shall be addressed under the provisions and procedures of the Michigan Teachers' Tenure Act, MCL 38.71, et seq.

G. Teachers may submit a written notation regarding any material being entered into their personnel file and the same shall be attached to the file copy in question. Teachers have the right upon request to review the contents of their personnel files.

Section 3. Teaching Conditions

3.1 Teaching Hours/Tardiness

A. Elementary Teaching Hours

1. ECSE & Elementary School Schedule:

a. A 433 minute day.

b. Report 10 minutes before the start time of student instruction and remain 8 minutes after the end time of student instruction.

c. Thirty minute duty-free lunch

d. In classroom 5 minutes prior to the start of school

e. 250 minutes of preparation time per week will be provided for elementary teachers in grades K-5. Three (3) minutes "passing" time between classes. During the monthly staff meeting- 50 minutes giveback time (meet for 10 minutes as a staff and then staff is permitted to use 50 minutes for self-directed planning time, teachers must remain in the building during the 50 minutes giveback time). Every effort will be made to give all teachers 50 consecutive minutes per day of preparation time.

f. Staff meetings on Tuesday or mutual agreed time frame. Professional development will be provided through district-wide days.

g. Attendance at 2 evening conferences and 1 afternoon conference per semester is obligatory.

B. Secondary Teaching Hours

1. Middle School Schedule:

a. 433 minute day.

b. Report 10 minutes before the starting Bell and remain 8 minutes after the ending Bell.

c. Thirty minute duty-free lunch

d. Staff meetings on Tuesday or mutually-agreed time frame. Professional development will be provided through district-wide days.

e. One period for preparation

2. High School Schedule:

a. 433 minute day.

b. Report 10 minutes before the starting Bell and remain 8 minutes after the ending Bell.

c. Thirty minute duty-free lunch

d. Staff meetings on Tuesday or mutually-agreed time frame. Professional development will be provided through district-wide days.

e. One period for preparation

3. During the day, teachers will be at their assigned classes on time unless unusual circumstances or duty prevent them from doing so.

4. Attendance at 2 evening conferences per semester is obligatory.

5. The Board recognizes that it is desirable for a secondary teacher to have not more than three separate class preparations per day. A reasonable effort will be made by the Board to limit the number of preparations.

C. Part Time -- Shared Time Positions

1. Any shared position will not cost the Center Line Public Schools more than the assignment of one teacher to the same position in salary and fringe benefits.

2. When an assignment involves a partial schedule at any level or in any area, the salary will be prorated. A person will not be paid for an entire planning period. These teachers are expected to take part in evening events, after-school meetings, and to adjust their personal schedule to the school schedule when necessary.

3. Requests for a part time or shared time assignment must be received by the human resource office no later than June 30 of the current school year and will expire on June 1 of the current school year. An explanatory meeting will be held at least one week prior to the March 31 due date. All items in Section 3.1 will apply to these employees except those that refer to full-time assignments.

4. The above assignments are for one (1) year and for tenure teachers.

5. The teachers will be granted a step on the salary schedule and full seniority for a full year assignment.

6. Teachers may personally pay the difference in fringe benefits if they desire the full coverage or may apply the prorated amount to one or more fringe benefits (providing it is allowed by the carrier.)

D. Teachers will not leave buildings during working hours (excepting the lunch hour) without the consent of the building principal or his/her designated representative. When teachers leave the building during lunch hour, they are expected to notify the office.

E. Teachers shall leave school no earlier than is provided for in 3.1A and 3.1B of this Section.

F. Failure to comply with the above provisions shall be deemed the same as a case of tardiness.

1. Tardiness at the start of the day must be reported to the building principal as soon as it is known that such tardiness will occur and an estimate given as to the extent of the tardiness.

2. Teachers must furnish the building principal an explanation for each tardiness before the last dismissal bell.

3. In cases of unexcused tardiness, administrators will take appropriate disciplinary action.

4. In cases where a pay deduction is enacted, such deduction shall be to the nearest hour missed.

5. Under situations involving acts of God, civil disorders, or other conditions affecting travel, the Superintendent may suspend the above rules.

G. The Association and the Board agree that it is the responsibility of each individual teacher, as well as the Board, to provide the highest quality educational program practicable for every student in the school district through careful daily preparation. It will be the teacher's responsibility to provide adequate daily lesson plans in case of absence. Administrators will take appropriate disciplinary action when a teacher fails to have plans available for the substitute teacher which makes it possible to carry on a meaningful class.

H. The Association and the Board agree that the above shall not be interpreted to limit teachers' obligations to the district. Attendance at parent conferences, open houses, and regularly scheduled PTC meetings will be obligatory. In addition, attendance at in-service meetings, curriculum meetings, staff meetings, or other public relations activities is a recognized professional obligation of all teachers. Attendance at these functions will be obligatory unless the teacher is excused by the principal. All such meetings are to be held on Tuesdays (as provided for in Section 3.1, J. 1 of this Contract).

I. The school district may schedule two after school in-service sessions each semester (four total). One session may be 2 ½ hours long and the three additional sessions will be limited to no more than 2 hours. Pay will be at the hourly rate listed in Appendix G (Special Teaching Assignments) for after school in-service when the employee is in attendance.

J. 1. Tuesday afternoons and evenings shall be reserved for professional and Association use. The second Tuesday of each month shall be reserved for professional use. The third Tuesday of the month shall be reserved for Association use and other school activities will not be scheduled for those times. Additional building meetings, when necessary, shall be scheduled at a time mutually agreed upon by the principal and staff. The Association recognizes the responsibilities of its members to be active participants in the public relations program of the school and the school district.

2. Building meetings shall be scheduled at a time mutually agreed upon by staff and principal. The time established for building meetings can be utilized for meetings of the staff for up to sixty (60) minutes immediately before or after the pupils' regular school day. When called, such meetings shall be attended by personnel involved. In meetings of the staff, the use of time for announcements of administrative detail will be minimized.

K. 1. Teachers will attend and supervise functions which take place during the school day, e.g., school assembly programs. Teachers whose planning period falls during such a program shall use discretion in determining where their responsibility lies.

2. In the case of a conflict between an assembly and an elementary music, art or physical education period, the elementary music, art, or physical education teacher will pursue one of the following courses after conferring with the teacher affected:

a. Hold class as regularly scheduled (with the mutual assent of the building principal).

b. Request that the classroom teacher assume responsibility for the students during the assembly and hold a make-up class for the students during the music, art, or physical education teacher's planning period.

c. Assume responsibility for the students during the assembly program.
The foregoing applies only insofar as the elementary music, art, or physical education teacher does not have an active part in the assembly program.

L. Permanent changes in the regular daily schedule in any building will not be made without prior consultation with the staff involved. Permanent is defined as anything longer than two (2) days.

M. When music, art, and physical education teachers are not available in sufficient number to staff all buildings equitably, the school schedule will be adjusted to equate classroom time for teachers, and any difference in time between elementary buildings will be assigned as planning time for teachers.

N. It is recognized by both the Association and the Board of Education that the successful operation of schools and the welfare of the students will at times require responsibilities which extend beyond the standard teaching duties. Teachers will, therefore, rightfully be expected to assume these responsibilities when such emergencies exist. If the emergency is recurring in nature, it becomes an administrative problem.

O. In the event school is closed "because of conditions not within the control of school authorities, such as severe storms, fires, epidemics of health conditions as defined by city, county, or state health authorities (PA 239)," those days that may not lawfully be counted to arrive at the annual instructional days required by law will be rescheduled prior to June 30 of the current school year. These days will be added at the end of the school year. Other dates may be selected by mutual agreement.

3.2 Teaching Loads and Assignments

A. The Board and the Association are committed to quality education for all students in the Center Line Public Schools. One of the major variables that contributes, positively or negatively, to the quality of instruction is the number of students a teacher is responsible for in the classroom. The grouping of students in class size units is dependent upon many factors. The level of instruction, the nature of the instructional program, the type of students, the type of class, the availability of materials and facilities, instructional methods, the number of students at any given grade level, the interest and ability of the teacher(s), and budget limits are some of the factors that contribute to class size determinations.

B. The Board and the Administration will, to the extent possible in making staffing determinations, utilize the following guidelines for classes:

1. It is desirable to have prorated class sizes range between twenty-four (24) and twenty-eight (28) students at the elementary school level. (Less than full-time students will be prorated at 1/6 per hour).

2. It is desirable to have lower elementary classes smaller in size than upper elementary classes.

3. It is desirable to have average class sizes range between twenty-five (25) and twenty-nine (29) at the middle school and senior high levels.

4. Traditionally large classes, including but not limited to instrumental music, physical education, vocal music, and drama, will be excluded from the above guidelines.

C. Prior to the fourth Friday of each school year, the Association will review all class sizes K-12. The Association will notify the Administration of any area that it feels may not meet the guidelines and hasn't been dealt with to date. The Administration will provide to the Association all information necessary for such review.

1. In all instances where prorated elementary class size and average secondary and middle school class size exceed the above contractual guidelines, the teacher and principal will first explore possible adjustments that would bring class size into conformity with the guidelines. Efforts to be considered would include, but not be limited to, the following:

   a. Balance classes

   b. Reassign students

   c. Hire additional staff

   d. Adjust teacher schedules

e. Establish a new section or class

f. Establish split sections

2. If the above adjustments are not practicable, relief may include:

a. Teacher aide time

b. Additional funds for teaching materials and supplies

c. Team teaching

d. Assistance of student aides

e. Other possible relief mutually deemed desirable

3. If consensus cannot be reached on the form of relief, the principal will make the final decision but will include one or more of the above.

D. Teaching loads at the secondary level will conform to North Central Association standards except in cases of emergency.

E. Two days per year will be allotted to special education classroom teachers to meet with regular education classroom teachers for the sole purpose of informing the general education teachers of student information and recommendations for the educational plans of mainstreamed students.

F. Since pupils are entitled to be taught by teachers who are working within their areas of competence, it shall be the policy of the school to assign teachers to fields of instruction within the scope of their certification and/or training except temporarily in emergencies where such teachers are not available or when extreme financial limitations necessitate reassignment of staff.

G. Teachers will be given written notification of their assignments for the forthcoming year as early as possible. If the notification occurs after June 30, the teacher will be granted a ten-day period to resign if the assignment is non-acceptable. Elementary teachers will be notified only if there is a change in grade assignment.

H. The Association shall be notified of any district application for a waiver from the Department of Education Special Education Rules and Regulations. The Association shall also be notified of any Intermediate School District waiver from the Department of Education Rules and Regulations which affects the Center Line Public Schools.

3.3 Conditions Related to Teaching

A. In the building and remodeling of schools, the Board will provide for adequate lunchroom and lavatory facilities exclusively for teachers' use and at least one room appropriately furnished and ventilated which shall be reserved for use as a faculty lounge. Existing facilities will be continually evaluated and improvements made which both parties feel are necessary and reasonable. The building administrator will provide space for Special Services personnel that meets the need of the service being performed.

B. Adequate, off-street, paved, properly maintained parking facilities will be provided. A posted parking area will be provided at the high school.

C. Requisition forms will contain one copy to be returned to the originator upon approval by the Business Office. Invoiced costs will be provided to the department or building when determined by the Business Office.

D. The Business Office will publish and provide to each building and department an updated budget report no later than the tenth of each month. Such report is to include the unit's approved budget and all accumulative charges against said unit's budget.

E. Inter-school mail service shall be considered a means of private communication between individuals.

F. Any case of an alleged employment-related assault on a teacher's person or personal property shall be promptly reported to the building principal. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault. The Board will provide additional business days for handling of the incident in connection with law enforcement and/or judicial authorities. Representatives of administration will notify CLEA leadership of teachers who are injured. The teacher will be provided and will complete an incident report and they may share the report with whoever they chose.

The District annually will provide a non-cumulative fund of $1500.00 to be administered by the Human Resources Department and the CLEA President or his/her designee. This fund shall be used to reimburse bargaining unit members for damage to or destruction of personal clothing and/or personal property worn on the person, phone, corrective eyewear, and keys. Reimbursement shall be given for items between $50-$150 per occurrence. Such damage must result from activity by the bargaining unit member while on duty that is in accordance with building practices. In order to receive such reimbursement, the said damage or destruction must be immediately reported to the building administrator who shall prepare and submit the district provided form to the District Business Office. This shall not be construed so as to require the District to reimburse any bargaining unit member for normal wear and tear to personal clothing and/or personal property, as determined by the building administrator.

G. The typing and duplicating facilities in each school will be made available to teachers for the preparation of instructional materials. Instruction in the use of these facilities will be provided. If a copy machine is not available at the school, the teacher may use the copy machine at the Administration Building provided funds remain in the teacher's budget or use is approved by the building principal.

H. The Board will provide sanitary and safe schools. If health and sanitary conditions are in question, the County Health Department will be consulted.

I. In the event the Board of Education authorizes a subsequent revision of the Board policy dealing with communicable diseases, the employer will provide the Association, prior to adoption or implementation, notice and opportunity to bargain on said policy as it impacts on the terms and conditions of employment of bargaining unit members.

J. Medically Fragile Students

1. “Medically fragile” applies to only those students who have chronic conditions which are severe enough to require specialized health procedures, equipment, and techniques, the absence of which could result in a life-threatening situation.

2. Classroom teachers shall not be required to perform medical procedures. These procedures are: catheterization, tracheotomy suctioning, tube feeding, respiratory treatment and maintenance of medical apparatus. However, teachers are expected to provide assistance in medical emergencies.

3. Prior to classroom placement of a medically fragile student, representatives of the Board and the Association shall meet to discuss an appropriate plan for medical and educational concerns.

4. The teacher will be advised in writing regarding the handling of emergencies arising as a result of the student’s condition.

K. The Board recognizes that it is the responsibility of the administrative staff to give all reasonable support and assistance to teachers with respect to the maintenance of discipline in the classroom and the general school facilities.

L. A teacher may temporarily exclude a pupil from class when, in the judgment of the teacher, the grossness of the offense, or the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the class intolerable.

When temporarily excluding a student from the classroom, the teacher shall direct the student to the appropriate

administrative office. It will be the teacher's responsibility to show cause as to why the student should be excluded and what steps were taken to remedy the situation.

On the same day of the exclusion, the teacher will provide full particulars of the incident in writing and will meet with the administrator involved to review the problem and recommend remedies. The principal will communicate the disposition of the problem to the teacher in writing, with efforts made to provide the written statement prior to the student's return to the classroom.

M. The administration will review the code of conduct with staff at fall staff meetings. Teacher will have input in the code of conduct revisions. Discipline data will be reviewed quarterly at district-wide committee meeting. Committee will be composed of equal representatives from all levels.

N. The Board recognizes its responsibility to give all reasonable support and assistance to teachers whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians, or other professional personnel. The parties recognize that some children may have physical, mental, or emotional problems that may require specialized classroom experiences or the attention of district specialists. A teacher believing a student has need for special assistance may make such a recommendation to the building principal, in writing, with data in support of the recommendation.

O. Serious complaints against a teacher will be brought to the attention of the teacher within twenty-four (24) hours.

P. When special education students are placed in a regular classroom, the special education teacher and the Administration shall inform the regular teacher in writing of the reasons for such placement, information on the student being placed, and the type of remediation in effect.

Q. Teachers shall endeavor to respond to electronic communications (email and phone messages) within two (2) school days.

R. Teachers are not required to carry firearms.

S. Teachers will be notified within 24 hours by administration of known threats against the teacher.

T. In the event of injury, the teacher shall be provided an incident report and may share it with whomever he or she chooses.

U. Representatives of administration will notify the CLEA president of teachers who are injured at work.

V. Teachers do not have to physically intervene in a fight between students. When possible he or she must take proactive steps to remediate the problem.

W. Teachers will utilize tools and strategies in conscious discipline and restorative practices, and will be trained in such behavior management systems and state law. Teachers must review the code of conduct online.

X. Teachers will keep parent portal up to date in grades 3-12.

Y. Administration and staff will work together to provide adequate supervision. Whenever possible, staff will assist in outside of classroom student behavior.

Z. Travel Time – 15 minutes (up to 30 minutes), shall be scheduled for “traveling teachers” as determined by administrator, prior to the beginning of the teacher assignment.

3.4 Professional Qualifications

A. New teachers hired for a regular teaching assignment will hold at least a bachelor's degree from an accredited college or university and a provisional, permanent or professional certificate.

B. Exceptions to the above will be limited to vocational education personnel who do not hold a degree but are fully certified by the state in their vocational area.

C. The Board and Association recognize the value of professional growth in the continuing effort to provide quality education. Teachers are encouraged to participate in activities that promote professional growth. The Board will provide the opportunity for teachers to become involved in local staff development activities, and teachers are encouraged to take advantage of Macomb Teacher Center Programs. Teachers are also encouraged to complete a minimum of one graduate course in the field of reading or their teaching field every five (5) years.

3.5 Special Reserve Teacher/Substitute Teacher

A. The Administration will have an adequate supply of certified substitute teachers available so that calling on regular teachers for substitute duty will not be done except in emergencies.

B. The Board of Education will continue the position entitled "Special Reserve Teacher." A teacher in this position will serve as a daily substitute teacher or as a substitute teacher in a long-term assignment. The Special Reserve Teacher may also be assigned to other professional responsibilities similar to those assigned to teachers in the past.

Teachers on layoff will be offered this position in order of seniority. Voluntary refusal of the position will not jeopardize future recall or position rank on the layoff list. Bargaining unit status will continue and unemployment compensation status will not be jeopardized. A teacher accepting this position will receive the following salary and benefits:

1. Rate of pay at 0 Step, BA Lane.

2. Fringe benefits as provided for in the Master Agreement.

3. Continuation of seniority.

4. One year of credit on the salary schedule for each year in the position.

C. The Association recognizes the responsibility of its membership to service and supervise children when unusual circumstances cause all or part of a class to be without a teacher. Substitute pay will not apply in this area.

D. In addition to lesson plans, teachers will provide substitute teachers with a kit containing adequate information such as seating charts, schedules, and lunch procedures for the job conditions of the day.

Section 4. Professional, Personal Leaves

4.1 Absence Policy

A. This Absence Policy provides for payment for absence due to reasons stated below. While teachers do not have a right to these days, it is not the purpose to establish or sanction an annual period of absence to which an employee is entitled. Thirteen (13) days absence without loss of salary will be allowed each year for the following reasons: (Leave Days are prorated for part time employees)

1. Members will receive 13 days at the start of each school year.

2. Any PTO day prior to or after a holiday shall be approved by the Superintendent or his or her designee.

3. A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, pink eye, or lice, shall suffer no loss of compensation and shall not be charged with loss of personal sick leave time if the sickness is judged to be job-related.

4. Any PTO day prior to or after parent / teacher conferences shall be approved by the Superintendent or his or her designee.

B. The unused portion of the thirteen (13) days shall be added to the employee's PTO reserve at the close of each school year. This reserve may be built up to an unlimited number and shall be available to the employee. Absence occurring after accumulated leave days have been used will be considered absence without pay.

C. If a teacher falsifies information, administrators will take appropriate disciplinary action.

D. Teachers shall exercise sound professional judgment in utilizing leave days. When possible, personal business matters should be scheduled outside school hours.

1. Requests for two (2) or more consecutive leave days must have prior approval of the Superintendent or designee.

2. Paid Time Off may not be used as vacation days, nor the day before or the day after vacation days as defined by the school calendar. The Superintendent may approve requests under exceptional situations.

3. Leave days used as vacation days, or the day before or the day after vacation days as defined by the school calendar, are prohibited without the approval of the Superintendent or his or her designee.

E. 1. When an absence of five (5) consecutive days occurs, an appropriate verification by physician will be provided. In case of dispute over the inability to work, the Board shall be entitled to a medical examination of the person by a certified physician who shall be acceptable to the Superintendent and the Association. The Board shall pay the fees of this physician. The teacher will not be charged sick leave for such time as shall be used for the examination. The decision of the examining physician as to the teacher's ability or inability to work shall be a final and binding determination.

2. In cases of absenteeism where there is reasonable cause for suspected substance abuse, the Administration will notify the Association, and the teacher, of the reasons for suspecting abuse and request appropriate verification from a physician.

F. When a teacher is absent because of illness or accident covered under the Workers' Compensation Act, the Board will pay the difference between the lost-time compensation received under the Workers' Compensation Act and the teacher's regular salary and in turn will charge only that portion of time to the teacher's sick leave as is paid in salary. When a teacher's personal sick leave, including the Sick Leave Bank provision, is exhausted, the long-term disability provision provided in the contract will apply after one hundred eighty (180) calendar days.

G. A teacher called for jury duty will not be charged for absence in his/her accumulated leave. Compensation received for jury duty during a school day will be paid to the school business department. When summoned to jury duty, teachers should respond to such summons as directed. Classroom teachers may request to be excused from jury duty or to serve their jury duty at a time other than during the school year. Letters to support such requests may be obtained from the Administration.

H. Teachers will not be charged with a day of absence if their absence is due to an unscheduled delay directly connected with a student activity.

I. A teacher absent from school due to a religious observance shall have such days charged against either his/her accumulated PTO days.

J. A teacher absent from school due to the adoption of a child may choose to have up to ten days charged against his/her accumulated leave days.

4.2 Sick Leave Bank Policy

A. The Board will continue the operation of a Sick Leave Bank on a voluntary basis.

1. Membership:

a. ALL employees represented by the CLEA/MEA-NEA Local 1 bargaining unit.

b. ALL members of the Center Line Administrative Association.

c. Administrative Assistant to the Superintendent and Executive Secretary for Administrative Services.

2. Participation: Members of the Sick Bank are only eligible to participate for their personal illness/disability.

B. Each employee enrolling in the Bank will donate one (1) day of his/her sick leave to the Bank each year until the Bank is built up to a maximum of one thousand five hundred (1,500) days. No more days will be added to this maximum until the Bank is depleted to one thousand (1,000) days. If the Bank is depleted to five hundred (500) days, two (2) days will be deducted the following year from each member's sick leave to bring the number of days up to one thousand five hundred (1,500) days.

C. Additions will be made to the Bank as needed according to the above limitations.

D. To opt out of participation for the next school year, the member must inform central office on or before June 30 of the current school year.

E. A person withdrawing from membership in the Bank will not be able to withdraw the contributed days.

F. The first twenty (20) days of illness or disability will not be covered by the Bank but must be covered by the person's own accumulated sick leave or absence without pay.

G. A teacher with up to five (5) years of service to the district will not be able to withdraw days from the Sick Leave Bank until all but ten (10) days of his/her accumulated sick leave days are depleted. A teacher with five (5) years or more of service to the district will not be able to withdraw days from the Sick Leave Bank until all but twenty (20) of his/her accumulated sick leave days are depleted.

H. A maximum of one hundred five (105) days each school year can be drawn by one individual from the Bank.

I. Persons withdrawing sick leave days from the Bank will not have to replace these days except as a regular contributing member of the Bank.

4.3 Leaves of Absence

A. Leave of Absence requests will be considered on their individual merit. This leave is granted with the understanding that if the position left is not open, the teacher may be placed in any position for which he/she is qualified. The teacher must notify the Board of his/her intent to return by April 1. Teachers granted a one-year leave may request an additional year. Such request should be made by April 1.

B. Teachers on Leave of Absence who do not notify the Board of their intentions for the forthcoming school year by April 1 will not be eligible for leave renewal.

C. FAMILY AND MEDICAL LEAVE - (FMLA)

The Board will grant up to twelve (12) weeks of family and medical leave during any twelve (12) month period to eligible employees in accordance with the Family and Medical Leave Act (FMLA) of 1993. All requests for such leave will be made to the Assistant Superintendent.

When the need is foreseeable, notice will be given thirty (30) days before the start of the FMLA. If it is not possible

for the employee to give thirty (30) days' notice, the employee will give as much notice as is practicable. Proper certification of the reason for the leave must be provided.

All time on a leave (see Section 4) which falls under Family Medical Leave Act (FMLA) definitions, will be counted toward FMLA leave time. At the end of the FMLA leave, the employee will be returned to his/her position held prior to the leave or an equivalent position.

4.4 Noncompensable Leaves of Absence

A. Leaves with Increment

1. *Peace Corps, Teacher Corps, Job Corps, or Exchange Teaching Programs*
   A Leave of Absence without pay of one year may be granted to any tenure teacher, upon application, for the purpose of participating in the Peace Corps, Teacher Corps, Job Corps, or Exchange Teaching Programs as a full-time participant in such program.

2. *Military Leave*
   A Military Leave of Absence shall be granted to any teacher who shall be inducted, recalled from active or inactive reserve duty, or shall enlist for military duty in any branch of the armed forces or the National Guard of the United States. Upon return, the employee will be returned to his/her position held prior to the leave or an equivalent position. The teacher will be given full credit for seniority and salary purposes for all time up to one (1) year spent on the Military Leave of Absence.

3. *Child Care*
   A Leave of Absence shall be granted to any teacher for the purpose of child care or care for a family member suffering physical or emotional illness or disability. (Family member shall be defined by the United States Internal Revenue Service.) This leave will also be granted in cases of adoption. The teacher shall be given one-half year credit for seniority and salary purposes for the semester during which the leave commences.

B. Leaves without Increment

1. *Study*
   A Leave of Absence of one (1) year may be granted to any tenured teacher, upon application, for the purpose of engaging in study reasonably related to his/her professional responsibilities at an accredited college or university.

2. *Travel*
   A Leave of Absence of one (1) year may be granted to any tenured teacher, upon application, for cultural travel or a work program related to his/her professional responsibilities.

3. *Professional or Public Service Leave*
   Leaves of Absence without pay shall be granted, upon application, for the purpose of holding elected or appointed office in the Association, NEA, MEA, MEA-NEA Local 1, or an affiliate of NEA, MEA, MEA-NEA Local 1, or for members elected or appointed to full-time public office. The leave will coincide with the length of each term of office.

4. *Medical Leave*
   A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available (including sick leave days and Sick Leave Bank) shall be granted a Leave of Absence without pay for the duration of such illness or disability, up to one year, and the leave may be renewed by the Board upon written request of the teacher for the duration of such illness or temporary disability. Requests for such extension must be until the end of the next school year (June). Extensions may be granted for two (2) years. Conditions for returning will be the same as in Section 4.3.
5. *Pregnancy- Related Disability, Maternity and Child Rearing Leaves*

   a. Pregnancy-Related Disability

1. It is presumed that a teacher is able to teach until the birth of the child. A teacher who is pregnant may continue employment as late into pregnancy as desired provided she is able to perform regularly-assigned duties.

2. In the event a teacher shall be certified by a physician (or in the case of dispute, by the examining physician) that she is unable to work, she shall be entitled to use accumulated sick leave pay benefits and have access to the Sick Leave Bank provisions.

3. Following childbirth, the teacher shall be eligible for all sick leave benefits for the period of pregnancy-related disability. The teacher shall provide the Board a statement from the attending physician defining the period of pregnancy-related disability. Disability related to pregnancy shall be governed by the provisions of Sections 4.1 and 4.2.

4. Unless the teacher has requested and been granted a Child Rearing Leave as hereinafter defined, the teacher shall return to work upon the termination of the disability period.

b. Maternity Leave

1. A teacher who is pregnant shall be entitled, upon request, to a Maternity Leave from the commencement of her pregnancy to the birth of her child. A Maternity Leave shall be without pay or benefits.

c. Child Rearing Leave

1. A Child Rearing Leave beginning within one year of the birth of the child shall be granted to teachers upon request. Such leave shall commence either upon submission of a physician's statement that the pregnancy-related disability period has ended, or following Board action. Such leaves shall be granted for the remainder of the school year and shall be renewable for an additional year upon request of the teacher. A Child Rearing leave that does not fall into the above time period may be granted upon request.

2. Requests for Child Rearing Leaves shall be made as soon as practicable. Application for such leaves shall be made at least two (2) months prior to scheduled commencement. However, if the leave request is related to child adoption or the birth of the child should occur prematurely, such time limits shall be waived.

3. Such leaves shall be granted without pay, seniority, or benefits. If a teacher on Child Rearing Leave chooses to return prior to the expiration of the leave, the teacher must declare the intention to return in writing to the Superintendent no later than ninety (90) days prior to her intended return. A teacher returning from a Child Rearing Leave will be placed in the first available vacant position as described in accordance with Section 2.6, A.

4. A teacher on Maternity and/or Child Rearing Leave shall not be denied the opportunity to substitute in the school district by reason of the fact that the teacher is on such Leave of Absence.

6. Personal Leave

A leave of absence of one (1) year without pay or benefits may be granted to any teacher, upon application, for the teacher's personal use. Personal Leaves may be granted for a teacher to try another occupation. Leaves request will be considered on their individual merit, program, and staffing needs of the school district.

7. Child Related Matters

Teachers shall receive free latchkey for their legal dependents.

Section 5. Compensation and Benefits

5.1 Retirement

A. Beginning July 1, 2025, an employee retiring under the provisions of the Michigan Public School Employees Retirement Act after being employed at least ten (10) years in the district shall receive severance pay as follows:

1. Accumulated PTO will be paid out at the rate of $50 per day.

2. In addition, all employees with a hire date prior to May 1, 2011 will receive an amount equal to one-half percent (0.5% or .005) of the base salary (Appendix A) multiplied by (total years of service to the district minus 10 years) at retirement. This provision is not in effect for any employees hired on or after May 1, 2011.

5.2 Hospitalization, Medical, Dental, Life and LTD Insurance

A. The Board shall provide the following plan options (or similar) for a full twelve-month period for the bargaining unit member and their entire eligible family. The district will pay the statutory hard cap for health insurance. The district will pay full premium for dental, life, vision and LTD under current plans. The available plan options are listed below:

- MESSA Balance+ $1650/$3300 – 20% Coinsurance & Balance+ Rx
- MESSA ABC 2 $2,000/$4,000 – 0% Coinsurance and 5-Tier Rx
- MESSA ABC 2 $2,000/$4,000 – 20% Coinsurance and 5-Tier Rx
- MESSA Essentials (EbM) $375/$750 - 20% Coinsurance and Essentials Rx

The Association agrees to assist the Board in educating teachers on the necessity of health insurance cost containment and further agrees to meet and confer on the health care package with representatives of the Board prior to plan selection. If MESSA provides cost saving options, the parties will meet to discuss making those plans available to the Bargaining Unit. There will be no changes without mutual agreement of both parties.

B. If a teacher declines they can exercise a cash in lieu option of $2,500.

C. If there is more than 38 insurance opt-outs, each teacher that opted-out will receive an additional $500 cash option.

D. The Board shall provide dental insurance without cost to the teachers as follows:

1. All teachers not having dental insurance through their spouse will receive a dental insurance plan at the level of 80 80 80 with a maximum of one thousand five hundred dollars ($1,500) for Class I (Diagnostic and Preventive), II (Restorative, Endodontic & Periodontal), and III (Prosthodontic) services and one thousand five hundred dollars ($1,500) lifetime maximum for a 60% Class IV (Orthodontics) Services for dependents to age 19.

2. All teachers receiving dental insurance through their spouse, whether internally or externally coordinated, will receive a dental plan at the level of 50 50 50 for themselves and their dependents with a maximum of one thousand five hundred dollars ($1,500) for Class I, II and III services and one thousand dollars ($1,000) lifetime maximum for 60% Class IV services (Orthodontic) Services for dependents to age 19.

E. The Board shall provide Long-Term Disability Insurance. The one hundred eighty (180) day plan shall be provided, which includes a 60% benefit with a four thousand five hundred dollars ($4,500) monthly maximum income benefit. The Board shall provide the health insurance contained in Section A for the first two years of disability.

F. The Board shall purchase supplementary group life insurance which shall provide the teacher life insurance protection equal to forty thousand dollars ($40,000) with an equal AD&D provision.

G. The Board will provide family optical coverage comparable to that provided under National Vision Administrators

(NVA) Plan. CLEA members will be reimbursed out of pocket expense for the following items:

- Frames up to $280 out of pocket charges
- Contact Lens Exam/fitting fee up to $50

H. For teachers who opt out of hospitalization and medical protection, the following options program will be made available at no cost to the teacher:

1. Life insurance which will provide the teacher life insurance protection to a total of fifty thousand dollars ($50,000) with an equal AD&D provision commencing September 1, 1981. (In lieu of Section 5.2, D.)

2. And 100% of eligible out of pocket vision expenses.

I. With the exception of the Association president, fringe benefits will be prorated for part-time teachers. The teacher will pay the difference between the amount the Board pays and the full premium rate, provided however:

1. Wherever possible, part-time positions shall be combined into full-time positions.

2. No part-time teacher shall be required to participate in or contribute to any fringe benefit program.

3. A teacher holding a part-time position shall be entitled to apply any or all the prorated portion of the Board's fringe benefits toward the full cost of those fringe benefits selected by the teacher.

4. A teacher shall be entitled to refuse a part-time teaching assignment without losing any of his/her employment rights or status with the district, nor will the employer challenge the employee's right to collect unemployment compensation.

J. All carriers shall be named and remain as named for the life of this contract by a letter of understanding. If carriers are changed by the Board of Education during the life of this contract, the matter is subject to the grievance procedure.

5.3 Salary Schedule and Extra Compensation

All appendices referred to are incorporated herein and made a part of this Agreement.

A. The teachers' base salary schedule is shown in Appendix A.

B. A longevity increment for years of service to CLPS will be paid beginning of the year as follows:

Years	Amount
Year 16 through year 20	$1,000 per year
Year 21 through year 25	$1,500 per year
Year 26 through year 30	$2,250 per year
Year 31 through year 35	$2,750 per year
Year 36 through year 40	$3,500 per year
Year 41 and after	$3,750 per year

C. Each teacher will be paid 1/26 of his/her scheduled salary every two weeks for twenty-six (26) pay periods except in years when a 27th pay is required to balance the pay period calendar. In those cases, the Association and teachers shall be informed in Spring of the preceding school year to make them aware that they will be paid 1/27 of their scheduled salary every two weeks for twenty-seven (27) pay periods.

D. One day's pay shall be considered as 1/181 of the annual salary for the school year. This will be used for determining deductions for absence without pay, and at all other times when a daily rate must be computed.

E. In determining the salary of a teacher, experience received outside of the district may be credited at full credit up to a maximum of four (4) years of the basic schedule and half credit of an additional maximum of four (4) years. Exceptions to the above may be made with written consent of the Association President.

F. Vocational personnel not holding a degree but fully certified by the state will be placed on the salary schedule no higher than the bachelor's maximum. Credit for experience in that vocation may be given at the rate of one-half year for every year of work experience beyond ten (10) years.

G. The Association recognizes that in critical areas it may be necessary for the Board to exceed the salary schedule to hire personnel for a comprehensive program. In such cases the Association will be consulted.

H. Bachelor's plus 20 semester hours (30 term hours) schedule will be paid to those persons who have earned such hours after completion of requirements for a bachelor's degree and provisional certification.

I. A Master's plus 20 semester hours (30 term hours) schedule will be paid to those persons who possess a Master's Degree and thereafter earn additional academic credit hours entitling them to placement on the Master's + 20 salary lane.

J. Post Master's schedule shall be paid to those persons already being paid on that scale, for Educational Specialist Degree, for 30 semester hours toward a Doctoral Degree, for 30 semester hours beyond a Master's Degree in field taught, or for a second Master's Degree earned with 30 semester hours work above first Master's.

K. Semi-annual adjustments for salary lane changes will be made for teachers who qualify. These salary adjustments will be implemented for the full year in the fall and for a half year at mid-year. For full-year adjustments, teachers must notify the Superintendent by no later than the second Friday after school commences in the fall. For half-year adjustments, teachers must notify the Superintendent by no later than the second Friday in February. Documentation to the Superintendent must be provided by the teacher as soon as possible.

L. Coaches for the interscholastic sports program will be paid as specified in Appendix B.

M. The Board shall have the right to exceed the salary schedule when special programs demand substantial amounts of extra time on the part of individual teachers. Payment for these programs is shown in Appendix C.

N. A bank of money (see Appendix C) will be set aside for club sponsors who will be paid according to criteria established jointly by Administration and the Association.

O. Extra compensation for certain specialized services is shown in Appendix D.

P. The Board and Association agree that some supervisory responsibilities for extracurricular activities are a part of the teaching job and should be distributed equitably among the teaching staff insofar as possible. Because of their nature and distribution, certain of these responsibilities will be compensated for as shown in Appendix F.

Q. Compensation for special teaching duties outside of school hours, summer, and substitute duties is shown in Appendix F.

R. The rate of pay for special summer assignments at the date such assignment commences shall remain the same for the duration of that assignment.

S. Administrator for the Day:
In the event that a building will be without an administrator for an entire day (because that individual is out of the district), the building principal and superintendent or his or her designee will appoint an Administrator for the Day from a pool of approved volunteers. The Administrator for the Day will make any needed administrative decisions (with assistance from central office, if necessary) while continuing to fulfill their own role. Building administrators

will alert staff of the Administrator for the Day assignment to facilitate normal building operations. Administrator for the Day will receive $50 per occurrence.

Section 6. Other

6.1 Code of Ethics

The Association subscribes to the Code of Ethics as adopted by the Michigan Education Association Representative Assembly and will support its enforcement among and with the teachers it represents. Infractions may be brought to the attention of the Ethics Committee of the Association for its consideration and possible recommendation. This clause will in no way affect the power of the Board to discipline its employees for infractions of the rights, restrictions, and responsibilities of this contract.

6.2 Non-Discrimination

The provisions of this Agreement shall be applied without regard to race, color, religion, national origin or ancestry, gender, age, disability, height, weight, marital status or membership in or association with the activities of any employee organization. The Board and Association pledge themselves to seek to extend the advantages of public education to every pupil enrolled in the public schools without regard to race, color, religion, national origin or ancestry, gender, age, disability, height, weight, marital status, and to seek to achieve full equality of educational opportunity to all pupils.

6.3 No Strike Agreement

The Association recognizes that strikes, as defined by Act 379 of the Public Acts of 1965, State of Michigan, by the teachers are contrary to law and public policy. The Board and the Association subscribe to the principle that differences shall be resolved by good faith bargaining, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that it shall not direct, instigate, participate in, encourage, or support any strike or withholding of services against the Board by any teacher or group of teachers during the term of this Agreement.

6.4 Negotiation Procedures

Within ninety (90) days prior to the expiration of this Agreement, upon written request of either party, the parties will promptly meet to begin negotiating a new agreement. In response to reasonable requests, the Board agrees to furnish the Association all the information that will assist the Association in developing intelligent, accurate, informed, and constructive programs, together with information which may be necessary for the Association to process any grievances or complaint and necessary to the bargaining process.

6.5 Savings Clause

If any provision of this Agreement is held to be contrary to law, then such provision will be deemed valid only to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect. The parties will meet no later than ten (10) days after any such holding for the purpose of renegotiating the provision or provisions affected.

6.6 Term of Agreement

This Agreement between the Board of Education of the Center Line Public Schools and MEA-NEA Local 1 shall remain in full force and effect from August 11, 2025 through August 31, 2028 with financial reopeners in 2026-27 and 2027-28. Parties agree to bring three language issues each to the table at the reopeners.

6.7 Emergency Manager

An Emergency Manager appointed under the local government and school fiscal accountability act may reject, modify or terminate the collective bargaining agreement as provided within the Local Financial Stability and Choice Act, PA 436 of 2013, MCL 141.1541 et seq.

6.8 Contract Ratification

The signatures affixed to this Master Agreement between the Board and the Association verify the ratification of the Agreement by both parties.

In witness whereof, the parties hereto have caused this Agreement to be executed by their respective and proper officers, duly authorized, on August 11, 2025 by the Board and on August 11, 2025 by MEA-NEA Local 1.

For the Board:

_____	_____
President	Witness
_____	_____
Secretary	Witness

For the Association:

_____
President, MEA/NEA Local 1

_____
Executive Director, MEA/NEA Local 1

_____
President, CLEA

Appendixes

Appendix A - 2025-2028 Teachers' Salary Schedule

2025-2026 Schedule

Step	BA	BA+20	MA	MA+20	PM
1	$46,396.00	$47,863.00	$52,129.00	$53,573.00	$55,488.00
2	$47,779.00	$49,256.00	$53,746.00	$55,235.00	$57,209.00
3	$49,202.00	$50,689.00	$55,413.00	$56,948.00	$58,984.00
4	$50,669.00	$52,164.00	$57,132.00	$58,715.00	$60,814.00
5	$52,179.00	$53,682.00	$58,904.00	$60,536.00	$62,700.00
6	$53,733.00	$55,244.00	$60,732.00	$62,414.00	$64,645.00
7	$55,335.00	$56,852.00	$62,616.00	$64,350.00	$66,650.00
8	$56,984.00	$58,506.00	$64,558.00	$66,346.00	$68,718.00
9	$58,682.00	$60,209.00	$66,560.00	$68,404.00	$70,849.00
10	$60,431.00	$61,961.00	$68,625.00	$70,526.00	$73,047.00
11	$62,231.00	$63,764.00	$70,754.00	$72,714.00	$75,313.00
12	$64,086.00	$65,620.00	$72,949.00	$74,969.00	$77,649.00
13	$65,996.00	$67,529.00	$75,212.00	$77,295.00	$80,058.00
14	$67,962.00	$69,494.00	$77,545.00	$79,693.00	$82,541.00
15	$69,988.00	$71,516.00	$79,950.00	$82,165.00	$85,102.00
16	$72,073.00	$73,598.00	$82,430.00	$84,713.00	$87,742.00
17	$74,221.00	$75,739.00	$84,987.00	$87,341.00	$90,463.00
18	$76,394.00	$77,885.00	$87,628.00	$90,047.00	$93,316.00
18+1yr	$76,920.00	$78,411.00	$88,153.00	$90,572.00	$93,841.00
18+4yrs	$77,446.00	$78,937.00	$88,678.00	$91,097.00	$94,366.00
18+8yrs	$78,496.00	$79,987.00	$89,729.00	$92,148.00	$95,417.00

- To determine their 2025-2026 Step and Salary on the 18 Step Schedule, first educational staff will be moved to the next ½ Step on the 2024-2025 Schedule with a 1% increase. They will then transfer to the step on the 2025-2026 18 Step Schedule that is commensurate with the prior calculation.
- Any member earning below a 4% increase to their total salary in 2025-2026, as compared to 2024-2025, shall be awarded an off schedule amount to bring their 2025-2026 salary to 4% above 2024-2025. This shall be paid out the end of October and the beginning of February.
- GSRP members shall be paid according to the letter of agreement with a total increase of 6% as compared to their 2024-2025 salary. (As GSRP work conditions are significantly influenced by the State of Michigan, they will remain subject to Letters of Agreement between the Association and the District.)
- 2026-2027 & 2027-2028 salaries shall be subject to a wage reopener.

2026-2027 Schedule – 4% Increase

Step	BA	BA+20	MA	MA+20	PM
1	$48,252.00	$49,778.00	$54,214.00	$55,716.00	$57,708.00
2	$49,690.00	$51,226.00	$55,896.00	$57,444.00	$59,497.00
3	$51,170.00	$52,717.00	$57,630.00	$59,226.00	$61,343.00
4	$52,696.00	$54,251.00	$59,417.00	$61,064.00	$63,247.00
5	$54,266.00	$55,829.00	$61,260.00	$62,957.00	$65,208.00
6	$55,882.00	$57,454.00	$63,161.00	$64,911.00	$67,231.00
7	$57,548.00	$59,126.00	$65,121.00	$66,924.00	$69,316.00
8	$59,263.00	$60,846.00	$67,140.00	$69,000.00	$71,467.00
9	$61,029.00	$62,617.00	$69,222.00	$71,140.00	$73,683.00
10	$62,848.00	$64,439.00	$71,370.00	$73,347.00	$75,969.00
11	$64,720.00	$66,315.00	$73,584.00	$75,623.00	$78,326.00
12	$66,649.00	$68,245.00	$75,867.00	$77,968.00	$80,755.00
13	$68,636.00	$70,230.00	$78,220.00	$80,387.00	$83,260.00
14	$70,680.00	$72,274.00	$80,647.00	$82,881.00	$85,843.00
15	$72,788.00	$74,377.00	$83,148.00	$85,452.00	$88,506.00
16	$74,956.00	$76,542.00	$85,727.00	$88,102.00	$91,252.00
17	$77,190.00	$78,769.00	$88,386.00	$90,835.00	$94,082.00
18	$79,450.00	$81,000.00	$91,133.00	$93,649.00	$97,049.00
18+1yr	$79,997.00	$81,547.00	$91,679.00	$94,195.00	$97,595.00
18+4yrs	$80,544.00	$82,094.00	$92,225.00	$94,741.00	$98,141.00
18+8yrs	$81,636.00	$83,186.00	$93,318.00	$95,834.00	$99,234.00

TA approved at 4-13-26 Board meeting.

New GSRP Step Schedule - 4% Increase

Step 0	$47,731
Step 1	$48,910
Step 2	$50,088
Step 3	$51,856
Step 4	$53,624
Step 5	$54,803
Sp Step 6	$59,517

For 2026-27, each eligible member, including GSRP, will receive a 1 step plus 4% from the 2025-26 salary schedule.

For 2026-27, each member who is at Step 18,Step 18+, and GSRP Steps 5 and 6 in the 2025-26 school year will receive a $1,000 off schedule retention bonus (non-retirement eligible) if employed at the time of payment in December 2026.

Appendix B – Coaches' Pay Schedule

The categories are defined as follows:

A - 8 - 9 weeks
B - 10 - 11 weeks
C - 12 - 13 weeks
D - 14 - 15 weeks
E - 16 - 17 weeks +

To determine the applicable category, determine the weeks from the first OFFICIAL contest to the date of the FINAL contest. To this, add four (4) additional practice weeks. If one runs official practices during summer weeks, the individual will be given double credit for those weeks (e.g., three weeks of practice equals six (6) weeks credit.) The maximum practice weeks allowable for credit -- four (4).

2025-2028 Pay Schedule – 10% Total Increase

Step	Category	Varsity	Assistant & JV	Middle School & 9th
0	A	$2,745	$2,316	$1,784
0	B	$3,384	$2,856	$2,203
0	C	$4,019	$3,398	$2,607
0	D	$4,660	$3,937	$3,026
0	E	$5,305	$4,474	$3,440
1	A	$2,890	$2,444	$1,881
1	B	$3,560	$3,007	$2,316
1	C	$4,234	$3,581	$2,757
1	D	$4,910	$4,148	$3,196
1	E	$5,575	$4,714	$3,630
2	A	$3,037	$2,570	$1,980
2	B	$3,749	$3,166	$2,442
2	C	$4,453	$3,760	$2,901
2	D	$5,157	$4,365	$3,361
2	E	$5,872	$4,953	$3,840
3	A	$3,202	$2,702	$2,086
3	B	$3,942	$3,297	$2,565
3	C	$4,690	$3,963	$3,054
3	D	$5,434	$4,595	$3,531
3	E	$6,175	$5,231	$4,015
4	A	$3,368	$2,838	$2,190
4	B	$4,153	$3,507	$2,699
4	C	$4,939	$4,159	$3,204
4	D	$5,727	$4,829	$3,717
4	E	$6,504	$5,492	$4,231
5	A	$3,539	$2,993	$2,306
5	B	$4,368	$3,695	$2,838
5	C	$5,192	$4,391	$3,373
5	D	$6,017	$5,091	$3,917
5	E	$6,839	$5,789	$4,453

Step	Category	Varsity	Assistant & JV	Middle School & 9th
6	A	$3,731	$3,153	$2,430
6	B	$4,599	$3,889	$2,990
6	C	$5,463	$4,623	$3,560
6	D	$6,334	$5,353	$4,132
6	E	$7,168	$6,087	$4,698
7	A	$3,937	$3,312	$2,560
7	B	$4,849	$4,083	$3,153
7	C	$5,764	$4,857	$3,749
7	D	$6,679	$5,640	$4,341
7	E	$7,594	$6,408	$4,939
8	A	$4,136	$3,477	$2,688
8	B	$5,108	$4,315	$3,311
8	C	$6,064	$5,110	$3,942
8	D	$7,035	$5,928	$4,566
8	E	$7,992	$6,732	$5,192
9	A	$4,364	$3,667	$2,830
9	B	$5,370	$4,523	$3,480
9	C	$6,380	$5,382	$4,149
9	D	$7,398	$6,233	$4,804
9	E	$8,414	$7,090	$5,463
10	A	$4,580	$3,861	$2,983
10	B	$5,654	$4,772	$3,671
10	C	$6,720	$5,658	$4,367
10	D	$7,789	$6,568	$5,064
10	E	$8,858	$7,464	$5,751

Rev. 10-1-25

Appendix C - Special Programs

For those assignments that are not percentage based, the base is 3% for 2025-2028.

The following positions will be paid at the BA level, Step 0:

Cheerleading:	
Senior	5%
Middle School	2%
Safety Patrol	3%
Service Squad	1.5%
Senior Sponsors	4%
Junior Sponsors	4%
Sophomore Sponsors	3%
Freshman Sponsors	2%
Yearbook Sponsor	5% Middle School
	8% *High School

*OR the teacher may elect a planning period for the 1st semester when both Yearbook and Journalism are taught by the same teacher. Otherwise, 5% of the B.A. level, Step 0 would be paid for the high school when Yearbook is not taught by the same teacher.

The bank of money for club sponsors will increase as follows:

	2025-2028
	$2,000

Other pay:

Drama Club	7%
Assistant Drama Club	5%

	2025-2028
Directing Plays or Operettas (with approval of principal)	$118
Building Coordinator	
Elementary	$590
Middle School	$236
High School	$236

Appendix D - Specialized Services

Co-op Coordinator	1/40 base salary per extra week
Secondary Band	
6th Grade	1%
7th Grade	1%
8th Grade	2%
High School Band	4%
High School Marching Band	2%
High School Jazz Band	1% BA, Step 0
High School Vocal Teacher	5%
Counselor	1/40 base salary per extra week

Department Heads / Academy Chairs will receive $3,000 and are subject to annual application, interview and selection process. A per section base amount will be paid for the first year in the position; rate will increase $1 per year per section for each consecutive year served in the capacity.

2025-2028
$11.93

High School Area Reps (Physical Education/Health; Art; Foreign Language; Business) if applicable:

2025-2028
$278.00

School Improvement Team Members (CIP) who work outside of their normal work hours will receive $500 annually, with each team a maximum of $1500.00.

Appendix E- Extracurricular Activities

For those assignments that are not percentage based, the base is 3% for 2025-2028.

Chaperoning pupils to sporting events away from home (including bus trip); monitoring concerts, plays, etc. (not including the selling of tickets); sponsoring bowling league.

	2025-2028
Chaperones, per event	$13.98
Senior High Dances, per event	$18.06
Middle School Dances,per event	$15.32

Appendix F - Special Teaching Assignments

For those assignments that are not percentage based, the base is 3% for 2025-2028.

Section 3.1, I - After school in-service: rate per hour - Leave time deducted if absent.

2025-2028
$15.46

Teaching special work session or summer school: per hour base amount for first year in position; $0.35 increase per year for each consecutive year taught by the individual.

2025-2028
$14.76

High School Auditorium Supervisor: $3,000 and subject to annual application and interview

Elementary Split Classes: Defined as a class where the teacher is required to deliver any two grade level curriculums (For example, third grade mathematics and fourth grade mathematics). Teachers will be paid $2,000.

Lunchroom duty and social adjustment supervisor: per hour base amount for first year in position, will increase $.25 per consecutive year performed by the individual.

2025-2028
$8.85

Extra Period Assignment: Secondary
One-fifth of base salary. The extra period (in lieu of planning period) shall be offered, within the confines of the building schedule, in seniority order to the eligible highly qualified teachers.

Substituting for another teacher will be paid at the following rate per 50 minute period:

2025-2028
$40.00

Mileage for School Business:
Approved mileage will be reimbursed at the current calendar IRS Business Rate
Mileage reimbursement must be submitted within the 30 days to be eligible for reimbursement.

Intramurals will be paid on the basis of a sliding scale:

	2025-2028
3 weeks	$ 92.15
4 weeks	$122.16
5 weeks	$153.24
6 weeks	$184.31
7 weeks	$214.32
8 weeks	$247.54

Swimming pool supervisor: per hour base amount for first year in position; will increase $.25 per consecutive year performed by the individual.

2025-2028
$8.85

6th grade approved camp program: Per teacher/per year

2025-2028
$59.00

Letter of Agreement - Academy Coach:
The Academy Coach position will be an independent contract position and not part of the CLEA.

Charter Schools

Center Line Public Schools
Macomb County, MI

Letter of Agreement
between
Center Line Public Schools
and
MEA-NEA Local 1 for Center Line Education Association

The Center Line Public Schools Board of Education ("Board") and the CLEA/MEA-NEA Local 1, (Association" or "Local 1") hereby agree to the following Letter of Agreement concerning **Charter Schools.**

The school district shall comply with the State of Michigan Public Act (Senate Bill No. 896) as it relates to charter schools. In the event that the Board of Education considers the authorization of a Public School Academy or Charter School as defined in the Michigan Statute, the MEA-NEA Local 1, Center Line Education Association will be given prior notice. The Association shall be provided an opportunity to negotiate on the impact of any district-authorized charter school.

For the School Board:		For the Association:	
Richard Fabrikiewicz	**02/13/95**	**Richard J. Deneweth**	**01/30/95**
Board President	(Date)	CLEA President	(Date)
Gary Gasowski	**02/27/95**	**Leo Battaglia**	**01/30/95**
Board Secretary	(Date)	Local 1 President	(Date)

Mentors

Center Line Public Schools
Macomb County, MI

Letter of Agreement
between
Center Line Public Schools
and
MEA-NEA Local 1 for Center Line Education Association

The Center Line Public Schools Board of Education ("Board") and the CLEA/MEA-NEA Local 1, ("Association" or Local 1") hereby agree to the following Letter of Agreement concerning **Mentors**.

The school district shall comply with P.A.s 59 and 60 of 1993. The district accepts its responsibility to select and assign a mentor for each probationary teacher.

1. A mentor will be selected, using the following guidelines:
    a. A current staff member, a retired teacher or administrator from Center Line within the last three years.
    b. Five years of classroom experience.
    c. A bargaining unit member may serve as a mentor.
    d. Knowledgeable in the pedagogy of teaching.
    e. Attendance at workshops beyond the school day shall be voluntary.

2. Compensation - $18 per hour for bargaining unit member hours outside the "normal" work day. Hours in excess of eight must have school district approval. (Any bargaining unit member who uses release time or preparation time would not receive extra compensation for that time.)

3. A mentor shall not be directly involved in the formal evaluation process.

4. A probationary teacher shall not be directly involved in the evaluation of his/her mentor.

5. Selection or non-selection as a mentor is non-grievable.

6. Mentors who are not members of the bargaining unit are excluded from the recognition clause in our Master Agreement. The effective date of this Agreement is 1995.

For the School Board:		For the Association:	
Richard Fabrikiewicz	**02/13/95**	**Richard J. Deneweth**	**01/30/95**
Board President	(Date)	CLEA President	(Date)
Gary Gasowski	**02/27/95**	**Leo Battaglia**	**01/30/95**
Board Secretary	(Date)	Local 1 President	(Date)

Long-Term Disability

Center Line Public Schools
Macomb County, MI

Letter of Agreement
between
Center Line Public Schools
and
MEA-NEA Local 1 for Center Line Education Association

When a teacher on Long-Term Disability terminates employment in order to draw benefits under the Michigan Public School Employees Retirement Act, the district will provide the following:

1. All fringe benefits, as per the Master Agreement, for one year from the date the individual eligible for the LTD.
2. LTD shall be governed by the conditions of the policy in force at the time of the disability.

In addition, teachers on LTD will receive full seniority but salary increments will not accrue during the time of disability.

The district shall reemploy a teacher who desires to return to teaching from LTD according to the following conditions:

1. The disability no longer exists or has been corrected to allow the teacher to return to work.

2. The teacher provides the district with a physician's statement indicating that the teacher is physically able to perform his/her duties satisfactorily. In case of dispute over the ability of the returning teacher to work, the Board, at its own cost, shall be entitled to a medical exam by a certified physician who shall be acceptable to the Superintendent and the Association. The decision of the examining physician regarding the teacher's fitness to return shall be final and binding.

3. Return must be within five (5) years of the date of termination.

4. The teacher must notify the Board of his/her intent to return for the following school year by June 1 of the current school year.

5. Teachers requesting return from LTD will be considered part of the staff when developing staffing needs for the following school year. Teachers requesting return from LTD will be placed by seniority as vacancies are available in accordance with the placement and recall provisions of the Master Agreement.

6. Remaining sick days will be restored.

The above conditions will apply one (1) time only to each employee on Long Term Disability.

On behalf of MEA-NEA Local 1, Center Line Education Association	On behalf of the Center Line Board of Education
Rick Flynn	**Larry A. Peters**
Karen L. Danielson	**Marvin F. Helhowski**
Joellyn N. Ellis	**Gene L. Scofield**
04/21/83 Date	**05/09/83** Date

Academy 21

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective January 4, 2021:

The parties agree that the Center Line Board of Education may retain the one part time retired teacher currently assigned to work with Academy 21, an online program which gives Center Line credit leading to a Center Line High School diploma until the end of the current contract, June 30, 2025.

From this point any further employees hired to teach for Academy 21 will be CLEA members and will report to the Curriculum Council as requested.

For the School Board:	For the Association:	For MEA-NEA Local I:
Shannon McBrady, EdD **Assistant Superintendent for HR**	**Ron Howery** **CLEA President**	**Mary Cambell** **Local I President**
Date	Date	Date

Retirement Payout

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective January 4, 2021:

The School District will hold harmless those teachers on top step whose salary would be negatively affected by the expiration of the 1% off schedule increase in their 2019-20 school year and whose salary was reduced as a result, Those individuals will remain at the 2019-20 wage rate for the entirety of this contract (2020-21 through 2022-23 school years).

If the individuals affected by this letter of agreement experience a lane change or their years of experience and longevity result in pay above the 2019-20 rate, they will receive the higher pay.

For CLEA members that retire at the end of the school year (June,) their retirement payout will be completed sometime between October 15th and November 30th.

For the School Board:	For the Association:	For MEA-NEA Local I:
Shannon McBrady, EdD **Assistant Superintendent for HR**	**Ron Howery** **CLEA President**	**Mary Cambell** **Local I President**
Date	Date	Date

Cameras

Letter of Agreement

Between Center Line Public Schools

and MEA-NEA Local 1

The parties agree as follows:

1. Any footage will not be used for purposes of viewing instruction.
2. Any footage obtained through the security cameras will not be used for purposes of evaluation.
3. Any footage obtained in regards to a particular teacher or other employee covered by the collective bargaining agreement will not be saved to their personnel file or other permanent employment record.
4. With the exception of the gym and building areas frequently rented/used by the general public, cameras will not be placed within instructional spaces and offices.
5. The distribution of any footage to the public will not occur without notice to the CLEA and the teacher or other employee covered by the collective bargaining agreement.

This Letter of Agreement is effective June 1, 2023 and may renew annually.

Dr. Shannon McBrady Assistant Superintendent HR Dated: 5/23/23	Ron Howery CLEA, President Dated: 5/23/23	Mary Campbell Local 1, President Dated: 5/23/23

GSRP Agreement

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective August 27, 2025 – August 31, 2026:

1. All current and future GSRP Certified Teachers will continue to be members of the CLEA Union.

2. GSRP Certified Teachers will be paid under the following wage scale:

Step 0	$45,895
Step 1	$47,029
Step 2	$48,162
Step 3	$49,862
Step 4	$51,695
Step 5	$52,695
SpStep 6	$57,228

*Master's degree stipend $2,000

In addition, the GSRP members at the steps below will receive the Off Schedule Amounts indicated below:

2025-26	Salary	With Variable Off Schedule	Actual %	% Off
GSRP-4	4	$52,335	6	2
GSRP-5	3	$54,276	6	3
GSRP-5	3	$54,276	6	3
GSRP-5	1	$55,330	6	5
GSRP-6	1	$60,089	6	5

3. Steps will remain continuous unless state funding (law) reduces funds by 5% or greater. CLEA and Administration will meet if there is a funding increase.

4. All GSRP teachers will teach for 433 minutes per day, five days a week.

5. All GSRP teachers will have a 36 minute daily planning period, to be used before or after school as determined by the teacher in consultation with the GSRP Director.

6. All GSRP teachers will use the early release scheduled twice a month for additional planning & preparation, cleaning toys, and additional required paperwork.

7. Any GSRP certified teacher moving to the DK-12 programming would receive the next closest step in pay. Salary lane changes will be honored for Masters, Masters Plus 20, & Post Masters upon hire date.

8. The current CLEA member teaching GSRP who is on the traditional teacher pay scale will move to step MA 6 ($60,732) on the 18 Step Scale for 2025-2026 and will receive a 1% off Schedule amount of $607 for a total of $61339.

9. GSRP teachers will receive $100 compensation per day for the Summer day(s) that they hold family interviews.

10. GSRP teachers will receive $100 for holding an enrollment night.

11. Efforts will be made to provide a floating substitute to provide additional planning & preparation time during the school day.

12. For purposes of transfers, layoffs, and recalls GSRP teachers will be slotted at their actual years of service to the district on the seniority list.

    August 26 Professional Development Day (No School for Students)
    August 27 Professional Development Day (No School for Students)
    August 28 Teacher Work Day (No School for Students - First Aid and CPR)

    September 2-4 Home visits (3 days) no students
    September 5 First day of class
    September 19 ½-day in lieu of early release

    October 17 - ½ day CRN course at MISD (required)
    October 24 - ½ day (coincides with K-8 ½ day records day) *

    November 4 Professional Development Day (No School for Students)
    Nov. 21 & 24 - ½ days for conferences (required to be 30 minutes each)
    Nov. 25 - full day for P/T conferences
    November 26-28 No School - Thanksgiving Break

    December 12 - ½ day for CRN Course at MISD (required)
    December 19th ½ day (coincides with K-8 ½ day records day) *
    December 22-31 No School - Winter Break

    January 1-2 No School - Winter Break
    January 16 - ½ day in lieu of early release
    January 19 No School - MLK Jr. Day
    January 26 Professional Development (No School for Students)

    February 11 ½ day for conferences
    February 12 ½ day for conferences
    February 13 - full day for conferences (required to be 30 minutes)
    February 16-20 No School - Mid-Winter Break

    March 6 ½ day CRN course at MISD (required)
    March 19 ½ day (coincides with K-8 records day) *
    March 20 No School
    March 30-31 No School - Spring Break

April 1-3 No School - Spring Break
April 17 - ½ day CRN course at MISD (required)
April 24 - ½ day in lieu of early release

May 15 ½ day in lieu of early release
May 25 No School - Memorial Day
May 27 Professional Development (No School for Students)

June 5 ½ day (in lieu of K-8 records day) *
June 9 Last day of class
June 10-12 Home visits

For the School Board: For the Association: For MEA-NEA Local I:

Shannon McBrady, EdD	**Jason MacKay**	**Heather Schulz**
Assistant Superintendent for HR	**CLEA President**	**Local I President**
Date	Date	Date

Vision Reimbursement

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective September 30, 2025 through August 31, 2028.

The Board of Education will provide family optical coverage comparable to that provided under National Vision Administrators (NVA) Plan.

In addition, CLEA Members shall be reimbursed for the following maximum out-of-pocket expenses per family annually:

- Frames up to $280 out of pocket charges
- Contact Lens Exam/fitting fee up to $50.

FOR THE SCHOOL BOARD:	FOR THE ASSOCIATION:	FOR MEA-NEA LOCAL I:
Shannon McBrady, EdD Assistant Superintendent for HR	Jay MacKay CLEA President	Heather Schulz Local I President
Date	Date	Date

Retirement Notice

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective March 24, 2026 through April 30, 2026:

The Board of Education shall make a terminal leave bonus of $500.00 upon retirement of any Teacher.

Payments shall be made provided that

- The teacher notifies the Board of Education of his/her retirement decision on or before March 24 and through April 30, 2026
- Retirement is to be effective at the end of the current school year (2025-2026)
- Payment will not be provided until after the retirement has occurred and / or the resignation has been accepted by the Board of Education.

For the School Board:	For the Association:	For MEA-NEA Local I:
Shannon McBrady, EdD	**Jay MacKay**	**Heather Schulz**
Assistant Superintendent for HR	**CLEA President**	**Local I President**
Date	Date	Date

(posted 3-23-26)

27L Distribution

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective May 6, 2026.

Eligibility

- All CLPS Employees who are employed at the time of payment are eligible for 27L single employee payment.
    - Third-party employees (Edustaff, etc.) are not eligible for funds.
- All employees working 5 or more hours a day (25 hours a week) will receive a full single employee payment.
    - Those working less than 5 hours a day (less than 25 hours a week) will receive a half payment.
- Those employed before December 31, 2025 will receive a full payment.
    - Those hired after January 1, 2026, but before the agreed-upon distribution date, will receive a half payment.

Calculation Formula

- Total 27L funds ($364,226.55) / eligible employees = 27L single employee payment.

Taxes and Retirement Cost

- Each employee is responsible for all taxes and retirement costs less UAAL from their portion of the 27L distribution.
- All taxes and retirement costs will be collected for each employee before the distribution.

Distribution Date

- By June 30, 2026 funds will be distributed.

FOR THE SCHOOL BOARD: FOR THE ASSOCIATION: FOR MEA-NEA LOCAL I:

Shannon McBrady, EdD	**Jay MacKay**	**Heather Schulz**
Assistant Superintendent for HR	**CLEA President**	**Local I President**
Date	Date	Date

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective January 1, 2026.

In keeping with the CBA Language:

5.2 Hospitalization, Medical, Dental, Life and LTD Insurance

A. The Board shall provide the following plan options (or similar) for a full twelve-month period for the bargaining unit member and their entire eligible family.

CLPS and CLEA agree to accept the following MESSA plans for the 2026 Calendar year. Insurance will remain an open topic of bargaining for the 2027 Calendar year.

MESSA ABC 2 $2,000/$4,000 – 0% Coinsurance and 5-Tier Rx
MESSA ABC 2.5 $2,500/$5,000 – 0% Coinsurance and 5-Tier Rx
MESSA Essentials (EbM) $375/$750 - 20% Coinsurance and Essentials Rx

MESSA Ancillary Plans:
Negotiated Life $40,000 Negotiated Life
Negotiated AD&D $40,000 Negotiated AD&D
Negotiated LTD (All)* Neg LTD 60% Max $4,500

For the School Board:	For the Association:	For MEA-NEA Local I:
Shannon McBrady, EdD	**Jason MacKay**	**Heather Schulz**
Assistant Superintendent for HR	**CLEA President**	**Local I President**
Date	Date	Date

ESL Endorsement

Letter of Agreement
Between
Center Line Public Schools
And
MEA-NEA Local 1

The Center Line Public Schools Board of Education and the Center Line Education Association hereby agree to the following Letter of Agreement effective August 24, 2026 – August 31, 2027:

The District is awarding grant-funded (Section 41) financial assistance to support employees in completing coursework through agreed upon university to gain an ESL endorsement.

By accepting these funds, the Employee agrees to:

- Pass the Michigan Test for Teacher Certification (MTTC) ESL endorsement exam. The Employee is responsible for all costs associated with the MTTC exam.
- Enroll in and complete all required coursework for the ESL endorsement within two (2) years of the start date of funding.
- Remain employed with the District in a teaching position for at least two (2) full school years following completion of the endorsement program.
    - Reimbursement Terms:
        - If the employee leaves CLPS before the 2-year commitment ends, they must repay a prorated amount based on time worked after completing the program.
        - If the employee does not complete the MTTC or coursework within 2 years, they must reimburse the full program cost (about $4,000).

For the School Board:	For the Association:	For MEA-NEA Local I:
Shannon McBrady, EdD **Assistant Superintendent for HR**	**Jason MacKay** **CLEA President**	**Heather Schulz** **Local I President**
Date	Date	Date

GSRP LOA

Letter of Agreement
Between
Center Line Public Schools
and
Center Line Education Association, MEA-NEA Local 1
Re: 2026/2027 Great Start Readiness Program

The Center Line Public Schools Board of Education (CLPS) and the Center Line Education Association, MEA-NEA Local 1 (CLEA) hereby agree as follows with regard to the 2026/2027 Great Start Readiness Program (GSRP):

A. CLPS and CLEA recognize that the CLEA is the sole and exclusive bargaining representative for all certified and other professional personnel providing instruction and support to CLPS students. (see Article 1.3 of the current 2025/2028 CLPS/CLEA collective bargaining agreement.

B. CLPS and CLEA agree that certain provisions of the collective bargaining agreement (CBA) shall not apply to GSRP Lead Teachers and shall be replaced as set forth below.

1. Appendix A – Teachers' Salary Schedule of the current CBA shall be replaced with the following Salary Schedule:

2026/2027 GSRP Lead Teacher Salary Schedule

Step	Salary
Step 0	$48,686
Step 1	$49,888
Step 2	$51,090
Step 3	$52,893
Step 4	$54,696
Step 5	$55,899

a. All eligible GSRP Lead Teachers shall advance one step on the New Salary Schedule set forth above effective at the commencement of the 2026/2027 school year except as provided in Section 4 below.

b. In addition, GSRP Lead Teachers on Step 5 and Step 6 shall receive an off-schedule payment in the amount of $1,000.00 payable on or before the first pay period in December 2026.

c. The CLEA bargaining unit member who is currently assigned as a GSRP Lead Teacher and was previously grandfathered in and therefore is on the CBA Appendix A Salary Schedule shall move to MA Step 7 ($65,121) of the CBA

d. GSRP Lead Teachers who hold a Masters Degree or higher shall receive a $2000.00 stipend spread out over their 26 (or 27) pays.

e. Included in the salary schedule was a previous increase to account for the smaller amount of planning time which was equal to an additional bump in pay when pivoting form 4 to 5 days. The teacher on the CLEA schedule receives a 5% stipend to match the increase.

2. Article 5.3, Paragraph B of the current CBA shall not apply.

3. Article 3.1, Paragraph A shall be replaced with the following:

   a. GSRP Lead Teachers schedule shall be 433 minutes per day, five days a week.

   b. GSRP Lead Teachers shall have a 36 minute daily planning period, to be used before or after school as determined by the GSRP Lead Teacher in consultation with the GSRP Director.

   c. GSRP Lead Teachers shall also be provided with additional planning and preparation time on CLPS early release days which shall be scheduled a minimum of twice a month. This additional planning and preparation time shall include time for cleaning toys and additional required paperwork.

   d. Efforts will be made to provide a floating substitute to provide additional planning & preparation time to GSRP Lead Teachers during the school day.

   e. Except as otherwise modified specifically herein, the remainder of Article 3.1, Paragraph A shall remain unchanged and in full force and effect.

C. In addition to their base salary, all GSRP Lead Teachers shall will receive $100 compensation per day for the Summer day(s) that they hold family interviews. Said payment shall be made in the next regular payroll following submission of a time sheet by the GSRP Lead Teacher.

D. GSRP Lead Teachers shall receive $100 for attendance at GSRP Enrollment Night. Said payment shall be made in the next regular payroll following submission of a time sheet by the GSRP Lead Teacher.

E. Any GSRP Lead Teacher who possesses a teaching certificate who voluntarily or involuntarily transfers from GSRP to CLPS K-12 programming shall be placed on the CBA Appendix A Salary Schedule at the step closest in pay to the Lead Teacher's GSRP step placement but in no event shall the step placement result in placement on a salary step that is less than the Lead Teacher's current step. Upon such a transfer, salary lane placement shall be honored. (eg: GSRP Lead Teacher who possesses a MA +20 shall be placed on the MA+20 salary lane).

F. Please see attached for the GSRP Lead Teacher 2026/2027 calendar.

G. Except as otherwise specifically provided in this Letter of Agreement, all wages, hours and other terms and conditions of employment shall apply to GSRP Lead Teachers.

H. This Letter of Agreement shall be in effect August 27, 2026 through August 31, 2027.

Shannon Mc Brady, EdD Assistant Superintendent for Human Resources On behalf of Center Line Public Schools	Date
Jason MacKay, President On behalf of the Center Line Education Association MEA/NEA Local 1	Date
Heather Schulz, Local 1 President On behalf of Local 1, MEA/NEA	Date