THE AGREEMENT

BETWEEN

THE NORTH CENTRAL AREA SCHOOLS BOARD OF EDUCATION

AND THE

NORTH CENTRAL AREA SCHOOLS MICHIGAN EDUCATION ASSOCIATION

July 16th, 2025 Through June 30, 2028

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NORTH CENTRAL EDUCATION ASSOCIATION AGREEMENT

This Agreement entered into this 16th day of July 2025 by and between the North Central Education Association, Upper Peninsula Education Association and the Michigan Education Association, hereinafter jointly called the "Association" affiliated with the National Education Association hereinafter called the "NEA", and the North Central Area School District, hereinafter called the "Board", representing the North Central Area School District, hereinafter called the "District" with the principal place of business at Powers, Michigan.

W I T N E S S E D

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the North Central Area School District is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has statutory obligations, pursuant to Act 336 of the Michigan Public Acts of 1947, as amended to bargain with the Association as the representative of its teaching personnel with respect to hours, wages and terms and conditions of employment classified as mandatory subjects, and

WHEREAS, the parties following professional negotiations characterized by good faith and frank exchange of views on the part of all concerned have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all elementary and secondary classroom teachers who are certified and regularly employed, or who become regularly employed by the Board.

B. The term "certified" and "regularly" employed classroom teacher as used herein shall include all those teachers employed full-time throughout the school year and in addition thereto, special education teachers, guidance counselors, librarians, teachers regularly employed on a part-time basis teachers regularly employed on a full time basis beginning after the opening day of the school year, probationary teachers as stated below, Title I teachers as stated below, and specifically excluding from-the bargaining unit all others, and particularly the supervisory staff consisting of the Superintendent, Principals and Acting Principals, non-supervisory staff consisting of the substitute teachers, non-regularly employed part-time teachers, teacher aides, secretarial staff, kitchen staff, maintenance and custodial staff, bus drivers and all other teachers who are hired on the basis of continuity of funding of special supplemental state and federal funded programs.

C. The Association represents the probationary teacher in matters of hours, wages, and other conditions of employment as set forth in this Agreement.

D. The Association represents certified and qualified Title I teachers in matters of conditions of employment as set forth in this Agreement

E. The term "regularly employed classroom teacher" as defined in paragraph "B" above shall be the definition of those covered under the terms of this Agreement until otherwise negotiated and masculine gender shall include feminine.

ARTICLE II
ASSOCIATION AND TEACHER RIGHTS

A. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings. No teacher shall be prevented from wearing insignia, pins and other identification of membership in the Association either on or off school premises.

B. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property, provided that this shall not interfere with or interrupt normal school operations and notification is given to the Building Principal or Superintendent.

C. The Association shall have the right to use school facilities and equipment, when available for school related business.

D. The Board agrees to furnish to the Association in response to reasonable requests all available information concerning the financial resources of the District, tentative budgetary requirements and allocations, and such other information as will assist the Association in developing intelligent, accurate, informed on constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

E. The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origin, age, sex, marital status. Membership in the Association shall not be denied to any teacher because of race, creed, sex, marital status or national origin.

F. The Board shall place on the agenda of each regular Board meeting for consideration under "New Business" any matters brought to its consideration by the Association so long as those matters are made known to the Superintendent's Office forty-eight (48) hours prior to said regular meeting.

G. The district will provide the association receipt of employees' employment and contact information within 30 days of hiring. New hires will be provided a copy of their individual contract and collective bargaining agreement within 30 days of hiring. Information shall be sent to the MEA Office and shall include:

1) First, middle, and last name
2) Department
3) Home address
4) Personal telephone number
5) Personal email
6) Date of hire

7) Full or part-time status
8) Wage

ARTICLE III
RIGHTS OF THE BOARD

A. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board of Education, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board. Such rights shall include by way of illustration and not by way of limitation, the right to.

1. Manage and control the business of the school district, the equipment, and the operations and to direct the working forces and affairs of the Board of Education.

2. Continue its rights and past practice of assignment and direction of work to all of its personnel, determine hours of work or days and starting times and scheduling of all the foregoing, but not in conflict with the specific provisions of the agreement.

3. The right to hire, promote, suspend and discharge teachers, transfer teachers, assign work or extra duties to teachers (if above the teacher's classification, such assignment will be temporary and of a short duration), determine the size of the work force.

4. Determine the services supplies, and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods, and processes of carrying on the work including automation thereof or changes therein, the institution of new and/or improved methods or changes therein.

5. Adopt reasonable rules and regulations.

6. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings and departments.

7. Determine the placement of operations production techniques to increase learning capacity, distribution of work, and source of materials and supplies.

8. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations as they relate to the school district.

9. Determine the size of the administrative organization, its functions, authority, amount of supervision and table of organization provided that the Board of Education shall not abridge any rights from teachers as specifically provided for in this Agreement.

10. Determine the policy affecting the selection, or in-service training of teachers, providing that such selection shall be based upon lawful criteria.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furthermore thereof, and the use of judgment and

discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States. Nothing contained in Article III shall deprive the Association of any rights afforded to it under Act 379 of Public Acts of 1965.

ARTICLE IV
PROFESSIONAL COMPENSATION

A. The salaries of teachers covered by the Agreement are set forth in the Appendix "A" which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.

B. The salary schedule for teachers shall be adopted by the Board through negotiations with the Association. All teachers are to be hired on the basis of this schedule.

If additional days of instruction are needed beyond what is presently scheduled within the terms and conditions of this contract, then it shall be the obligation of the Board of Education to negotiate the manner in which these additional requirements are met, with the North Central Education Association.

C. The Superintendent of Schools may recommend that teachers with a degree in education be given credit for up to ten (10) years' experience on the salary schedule providing that they had ten (10) years of experience in other schools.

D. Teachers will be paid in 26 installments, every other week commencing in September and ending the following August. Paychecks will be issued on Thursday instead of Friday (except when not available because of computer processing). Teachers have the option to take their summer pay in one lump sum payment. Teachers wishing to exercise this option must give written notice to the Superintendent prior to May 1 each year. Final payment will not be made until the teacher "checks out" with the appropriate principal and meets all obligations due the School District.

E. 1. The Administration will post the availability of all club and class sponsorships within the building for a two-week period. If the positions have not been filled, the Administration will offer the club sponsorships outside of the building to the general public. The Administration may assign teachers on a rotating basis for class sponsorship. The Administration will not assign teachers to club sponsorship, except those required for special funding.

2. Assignments to supervise activities:
   - Assignments to supervise athletic events will not be mandatory.
   - Assignments for supervision of class dances will be mandatory after seeking volunteers among the staff.

3. Postings for coaching position will be to bargaining unit and non-staff personnel at the same time. Postings for coaching position will be to bargaining unit and non-staff personnel at the

same time. The athletic director and administration will make every effort to fill coaching positions with bargaining unit members. Tenure rights are not granted for any extra-curricular assignment. Applicants will be notified of the administration's recommendation on their application prior to board action. The athletic director and administration will make every effort to fill coaching positions with bargaining unit members. Tenure rights are not granted for any extra-curricular assignment. Applicants will be notified of the administration's recommendation on their application prior to board action.

4. The position of "game site supervisor" is established to provide a basis for using teachers to supervise home sports events. Under no circumstances may the Board appoint a teacher against his or her will. The game site supervisor will be directly responsible for the operation of the game (a job description will be provided by the administration for each sport, designating the specific duties). Game site supervisory opportunities will be offered to bargaining unit employees who are qualified pursuant to the Board's determination. In the event that no qualified teacher candidates apply, outside applicants may be solicited. The Board reserves the right to use administrative personnel for game site supervision, "when no other personnel (with the exception of the Athletic Director) are available.

ARTICLE V
SICK LEAVE ALLOWANCE

A. Each teacher employed by the Board shall be allowed nine (9) days sick leave each year. Any teacher who is absent, because of an injury or disease compensable under the Michigan Workmen's Compensation Law shall receive from the Board the difference between his regular salary and the allowance under the Workmen's Compensation law, providing that he has sick leave credit. For each day of compensation, the teacher shall have one-third (1/3) day subtracted from his sick leave credit.

B. Unused sick leave is to be credited to each teacher's sick leave account until a maximum of two hundred (200) days is reached.

C. A statement of his/her sick leave account will be presented to each teacher not later than September 30th of each year.

D. A teacher reporting to duty at the beginning of his work period who is forced to leave because of illness or accident any time after two hours of duty will be considered absent for sick leave purpose, one half day. If forced to leave at 2:00 p.m. or later, he is to be considered present for the entire day and no deductions of salary or sick leave is to be made. A teacher who knows by 7:00 a.m. that he will be absent because of illness must report to the Superintendent, Principal or Lead Teacher prior to this time on the day or days of his inability in order to be eligible for sick leave pay. At the discretion of the Administration, the teacher may be granted sick pay if illness or accident occurs between 7:00 a.m. and the time of reporting at school.

E. The teacher shall, upon reasonable request of the Superintendent, present a doctor's certificate or other proof of illness to the Board covering all the period of absence for which he is to be paid.

F. A new teacher must actually enter upon the execution of his contract with the Board in order to be eligible for sick leave credit.

G. Holidays occurring during illness shall not be considered deductible from the teacher's sick-leave accumulation.

H. When a teacher has exhausted his sick leave, deductions from salary shall be based on the daily rate of pay based upon the number of contracted work days for that year of the yearly salary for regularly employed teachers for each day of absence.

I. Teachers shall be informed of a telephone number they may call before 7:00 a.m. to report unavailability. It shall be the responsibility of the Administration to arrange for a substitute teacher.

J. Up to 20 days per teacher may be borrowed from a sick leave bank if a teacher has a specific need for more days than he/she has accumulated.

1. Minimum 5 years of service to qualify.

2. Payback at a rate of 5 days per year.

3. The teacher who desires to use the sick leave bank must request it through the association.

4. If he/she leaves the district, he/she must pay back the days owed at their particular daily rate.

5. It is the responsibility of the local association to reimburse the Board of Education in the event that the Board cannot collect for the un-reimbursed days when a teacher leaves the District.

6. Provided also that if a teacher is indebted to the school district for unearned sick leave at the time of termination of his or her employment, the school district shall have the right to deduct the value of same from the final paycheck due to said teacher.

K. Conditions directly transmitted from students to bargaining unit members as determined by Superintendent may not be considered deductible from the teacher's sick-leave. These conditions are limited to head lice and scabies.

L. Years of Service Stipend: Upon retirement, teachers will be paid for unused accumulated sick days up to two hundred (200). Payment per day will be $50.00. In order to qualify, a teacher must have at least ten (10) years of teaching service to the district.

ARTICLE VI
LEAVES OF ABSENCE

A. Teachers may be granted leave of absence for the following reasons:

1. Conscription in the armed services of the United States shall be granted in accordance with Act 145 (1943), as amended.

2. Paternity/Maternity leave of absence not to be taken concurrently.

3. The Board shall grant two (2) leaves of absence to individuals who request the same, provided that an adequate, qualified replacement can be retained. Nothing in this change shall be interpreted to prevent the Board from granting more than 2 leaves of absence in a given year.

   A teacher on leave must give the Board notice of his/her intention to return to work on or before March 15th. Failure to provide notice or failure to return shall result in the loss of all seniority, contract rights.

B. Military Leave

A military leave of absence shall be granted to any teacher who shall be inducted into military service or who shall enlist because of notice of induction. Such a leave of absence shall apply for a minimum term of induction or in the case of enlistment in that particular branch of the armed services enlisted in. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as he would have been had he taught in the District during such period. Return from such leave shall be in accordance with paragraph "A" Item "1" above. Upon return from Military Leave the District and the Teacher shall be subject to the laws of Michigan and the laws of the United States regarding Military Leave.

C. Paternity/Maternity Sick Leave

An employee may be entitled to elect to use their accumulated sick leave for maternity/paternity leave, under the following circumstances:

1. An expectant employee should notify the personnel office as soon as the employee has confirmation of a pregnancy or adoption and shall accompany such notice with a physician's written statement setting forth that she is physically able to continue working, if requested by the administration.

2. Subsequent physician's statements may be required by the Board.

3. The expectant employee must request, in writing, a maternity/paternity sick leave of absence at least thirty (30) school days prior to the expected date for such leave, or in case of an emergency, as soon as is reasonably possible.

4. The teacher may use her accumulated sick leave while on a maternity leave if she is unable to work due to her pregnancy. When she has no available sick leave remaining, her status shall be that of an unpaid leave.

5. Before the employee can return from leave, she must submit a physician's statement confirming her physical ability to perform all the regular and normal duties and functions of her position.

6. Any teacher who uses this section must return when she has received the appropriate physician's approval. If, the employee elects not to return to work when physically able to, she/he will then be considered a voluntary retirement, however additional leave of absence time may be considered by the Board of Education upon request as indicated in Section A of this Article. Upon return from leave for (Maternity/child care leave) (non-FMLA Leave) the teacher shall be placed at the same position on the salary schedule as when they left provided a job is available for which the teacher is qualified.

A child care leave without pay but including those benefits provided by law for which the teacher is eligible will be granted for a period not to exceed one year for purpose of child care related to the birth of the teacher's child or the teacher's adoption of a newborn infant. Upon return from any (FMLA Leave) the teacher shall be allowed to resume and continue the job she/he held prior to taking the leave, provided the teacher returns at the conclusion of the FMLA authorized leave (i.e., up to 12 workweeks). If a teacher's absence due to a child care leave exceeds the FMLA leave period, the teacher shall be returned to any open vacancy for which the teacher is qualified, at the District's discretion provided a job is available for which the teacher is qualified.

D. Jury Duty

Any teacher called for jury duty during school hours or who is subpoenaed to testify during school hours in any judicial or administrative matter shall, upon the endorsement of his/her witness fee or jury fee check to the school district, receive full salary for such time.

ARTICLE VII
EMERGENCY LEAVE

A. Emergency Leave: In the event of critical illness or other emergency, in the teacher's own household, or for the death of a relative outside of the immediate family, or for persons where the closeness of the relationship would warrant, a reasonable amount of lost time will be allowed the teacher with loss of pay or sick-leave. This is to be at the discretion of the Superintendent.

B. In the event of death in the immediate family, father, mother, brother, sister, spouse, child, grandchild, or grandparents, the teacher will be granted four (4) days leave without loss of pay. Two (2) additional days will be allowed but must be taken from sick leave.

ARTICLE VIII
CLASSROOM SUBSTITUTION

A. Teachers will be required to substitute in a classroom only in an emergency resulting from the following:

1. Illness of a teacher occurring after the daily school session commences.

2. A teacher is unexpectedly required to be absent after school starts.

3. Because of the time of occurrence of an illness or emergency a teacher is unable to notify the administration enough in advance to arrange for a substitute.

4. Failure of a substitute to arrive shall be considered an emergency.

B. Teachers will not be expected to substitute in a classroom for a period exceeding one day or until the administration can arrange for a substitute, whichever is longer, for each emergency outlined in paragraph "A" above.

C. A teacher who agrees to supervise a class during his/her preparation period for an absent teacher shall receive compensation of $25.00 per class period in any other class but their own. A teacher may elect to receive one compensatory hour to be used towards leave in lieu of a monetary payment. Unused compensatory time will not carry over to the following year.

ARTICLE IX
PERSONNEL FILES

A. Each teacher shall have the right upon request to review the contents of his/her own personnel file. A representative of the Association may be requested to accompany the teacher in such review.

B. Nothing contained in this Article shall be construed to abridge or limit the Board's right to place comments and criticisms in a teacher's file. Such material shall be factual and any such material if placed in a teacher's file and found to be untrue, shall be removed from said file. However, no material shall be placed in a teacher's file until the teacher is given the opportunity to review such material. The teacher shall have the right to append any comments relative to such material.

C. The Board agrees that a teacher's personnel file shall not be released to a third party, except for circumstances required by law. In such circumstance, the Superintendent will make every effort to notify the teacher immediately. The Superintendent will follow the most recent Legislative or Judicial Case Law in determining which items in the file may be released. The Board further agrees that at the request of the teacher, all hearings regarding dismissal, suspension, allegations, evaluations, or discipline conducted by the Board be held in closed session and the teacher shall not be identified in any public minutes of the Board unless required by law.

ARTICLE X
TEACHING CONDITIONS

A. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to ensure the high quality of education that is the goal of both the teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach, and the organization of the school and the school day should be directed at ensuring a major portion of the energy of the teacher is directed to this end. Accommodations/ temporary working condition adjustments due to COVID 19, including but not limited to scheduling, remote learning, and on-line instruction will not be precedent setting **post COVID-19.**

After the COVID-19 pandemic has passed and State requirements and restrictions are no longer in effect, practices such as classes offered in a hybrid format (e.g., on-line and face to face), will not be adopted without first negotiating a Letter of Agreement or ratification of contractual language with the association.

B. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, athletic equipment, current periodicals, vocational equipment and band equipment and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such tools. Each teacher will be provided with at least one lockable unit (teacher's desk, file cabinet, or storage cabinet). The Board shall endeavor to undertake as promptly as practicable to implement all joint decisions made by its representative and the Association. The Board agrees at all times to keep the schools as reasonably equipped and maintained as practicable.

C. Teacher's aides may be employed by the Board, when possible, to relieve teachers (grade school) of cafeteria, patrol, and/or other extra duties.

D. Telephone facilities shall be made available to teachers for their reasonable use where a site is financially feasible for the District to put a site. Cell Phone usage is permissible for parental contact during school hours and for emergency and other necessary communications in accordance with Board Policy for employee cell phone use.

E. The Board will provide parking facilities for teachers as close to the school building as practicable. The designated area will be posted "Teacher Parking Only" It is agreed that the Board has the right to relocate said area. "The parking situation at the Hermansville buildings will continue to be used as in the past and will be acceptable for meeting the provisions for the contract."

F. Each full-time elementary teacher will receive a minimum of 300 minutes per week of prep time with each individual prep period being a minimum of 20 minutes. If a teacher voluntarily gives up his/her prep time or lunch time for recess duty, he/she will be compensated at $25 per period not to exceed two prep periods per day.

The Y4/DK full-time teaching position will have a daily one-half hour prep time and 30-minute lunch time. In addition, one half day Friday will be designated as Y4/DK "prep time".

It is the responsibility of the elementary resource room teachers and the Title I teachers to consult with the Administration in order to establish a schedule which includes the equivalent of the above.

G. Any complaint by any individual directed toward a teacher will be promptly called to the attention of the teacher by the Superintendent.

H. Teachers shall be expected to exercise reasonable care with respect to the safety of students and property, but shall not be individually liable, except in the case of negligence or neglect of duty. Through the QWL process (listed below), the district shall implement and enforce all necessary safety measures to ensure a safe and secure environment for students and staff.

I. Every junior and senior high school teacher shall have a minimum 55-minute prep period each day.

J. Under no conditions will a teacher be required to drive a school bus as part of his regular assignment.

K. The Superintendent of Schools shall determine which conferences will be attended and will recommend the personnel.

1. Teachers shall suffer no loss of pay attending authorized conferences.

2. Teachers required by the North Central Area School District to attend professional development days outside of the school calendar with approval of the Superintendent, shall be paid at the rate of $60.00 per day or $30 for three (3) hours. Unless the bargaining unit member receives a stipend from an outside source.

L. When practicable, the Board will endeavor to maintain the ratio of pupil to classroom teachers within the district not to exceed 25 to 1 in grades K to 1, not to exceed 30 to 1, in grades 2 through 12, with the exception of physical education classes, and the Board agrees to provide for Association involvement in any proposed increases in above ratios.

If the pupil-teacher ratio exceeds 25 to 1 in grades kindergarten and first, the Board will provide at least 3 hours of aide time in each such classroom that is over the 25 recommended limit.

M. All teachers shall have a minimum of 30-minute duty free lunch period, to be scheduled by the Administration to correlate with the school needs, and to be scheduled between the hours of 11:00 - 1:00 p.m. with the following exceptions; on days of inclement weather or in case of emergency situations, teachers may be requested to perform duties during part of their scheduled lunch period.

N. School Improvement Team (MICIP). In the event that any provision(s) of a MICIP or application thereof violates, contradicts, or is inconsistent with the collective bargaining agreement, the collective bargaining agreement shall prevail.

1. The conditions which follow shall govern employee participation in any and all plans, programs or projects included in the term "MICIP":

a. Participation by the employee is voluntary.

b. "MICIP" committees shall not deal with any matter that the board and/or Association object to being considered by the committee. The parties have to date identified that "MICIP" committees shall not address any of the following matters: wages, fringe benefits, contract grievance(s).

c. Any teacher attending a School Improvement Team meeting that takes place outside regular teaching hours shall be compensated at the rate of $20 per hour.

O. Quality of Work Life (QWL).

1. QWL is the process by which the teachers and administration, jointly make decisions affecting working conditions. The goal of this task force is to proactively participate in the decision-

making processes so that all parties involved have a clear understanding of the day-to-day operations of the school. Decisions made by QWL shall not violate the Master Agreement, board policy/guidelines, nor state/federal law. The following guidelines shall be followed to ensure effective and cohesive working conditions.

a. Participation on a QWL committee is voluntary. By October 1 of each school year, the EA shall submit a list of members who have agreed to serve on this committee, as well as a list of potential meeting dates to the superintendent. By October 15th, the meeting schedule shall be developed and distributed to the membership.
b. The QWL committee shall consist of no more than eight district employees (six bargaining members with representation from both the elementary and junior/senior high and two administrators)
c. The QWL committee and administration, shall meet at a minimum, four (4) times per school year; however, if both parties agree, additional meetings may be scheduled as the need arises.
d. Members of the QWL committee shall submit topics for discussion at least one week in advance of the scheduled meetings. If no topics are submitted by the deadline, the superintendent may cancel the meeting.
e. The QWL committee is not the School Improvement Team, but rather a task force designed to provide input to the administration regarding matters related to operations of the school building.
f. Minutes from each meeting shall be kept and designated member from the QWL committee shall distribute the minutes to the faculty.

P. In the event that a child with an ongoing, or chronic communicable disease is allowed, by policy or law, to attend school, all teachers having contact with the student shall be notified in advance of the child's placement and/or return to school, to the extend such notification is permitted under law. The District shall provide in-service training in hygienic practices and management to teachers coming into contact with students having such communicable diseases, if required by such teachers.

While the parties acknowledge the policy of Least Restrictive Environment is legally mandated, they also recognize the extent to which any individual handicapped student should participate in regular education programs and services must be appropriate to that student's unique needs determined by an individual IEPC on an individual basis.

1. Any teacher who will be providing instructional or other services to a handicapped student in a regular education classroom setting shall be invited to participate in the IEPC.

2. The teacher shall have available the supplementary aides, support personnel and other related services deemed necessary by the IEPC to satisfactorily achieve educating the student.

3. Except in life threatening circumstances, the regular classroom teacher shall not be required to perform medical, hygiene or other non-instructional procedures for students such as (but not limited to) suctioning, catheterization, diapering, or attending to any personal hygiene or medical needs of the student. Teachers will be notified of all students in their class who have medical conditions requiring special attention. Provided that: Current law will be followed on confidentiality and right to privacy.

4. IEP meetings will be scheduled within the regular school day with release time being provided. Teachers shall be reimbursed at the substitute rate should an IEP take place during a teacher's duty free lunch period or outside the regular school day. Every effort will be made to avoid scheduling IEPs during a teacher's prep time.

5. Special education teachers may request release time without penalty to complete preparation for IEP meeting.

Q. Whenever possible teachers will be given 24-hour advanced notice of a new student enrolling in their class.

R. All teachers must attend one staff meeting per month as part of their required duties. Such meetings shall take place after school and shall not exceed 60 minutes. Every effort will be made to hold faculty meetings on already scheduled early release dates. If additional faculty meetings are held that exceeds this agreement, teachers shall be compensated at the extra duty rate for time worked.

S. Teachers traveling between the Elementary School in Hermansville and the Middle/High School in Powers during the regular assigned work hours will receive mileage at the federal mileage reimbursement rate. Mileage reimbursement is for travel which occurs after the teacher contracted start time and before the teachers contracted end time.

T. Teachers will be notified of their tentative schedule before June 1 of the current year.

ARTICLE XI
HEALTH

A. If, in the opinion of the Administration, a teacher is experiencing difficulty in performing his/her duties, the teacher may be asked to submit to a general physical examination including a chest X-ray and blood test at the discretion of the Superintendent. Selection and payment of the physician will be made by the Board.

B. In the event that the results of the examination are not acceptable to either party, the service of a recognized clinical hospital may be obtained for this examination. The results of the clinical examination supersede that of the original physician. Expense is to be borne by the dissatisfied party. The Board may require a teacher to submit to a physical examination at any time. Such examination to be paid for by the Board.

C. In the case of partial disability which may incapacitate the teacher from discharging his full teaching duties, the teacher may be given an unpaid leave of absence in accordance with the provisions of the Michigan Teacher Tenure Act.

ARTICLE XII
NEGOTIATION PROCEDURES

A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area collective bargaining, and that the understandings and agreements arrived

at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement, provided that both parties agree to continue to negotiate in good faith with each other regarding teacher reductions in personnel until such time as an agreement thereon is consummated.

B. At least sixty (60) days prior to the expiration of this Agreement, the parties will begin negotiations for a new Agreement covering wages, hours, and terms and conditions of employment of teachers employed by the Board.

C. In any negotiations described in this Article, neither party shall have any control over the selection of negotiations or bargaining representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without the ratification of the majority of the Board and of the membership of the Association.

ARTICLE XIII
PROFESSIONAL GRIEVANCE PROCEDURE

A. A grievance shall be defined as a claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of the Agreement except that a claim or dispute involving the discharge or demotion of a tenure teacher shall not be subject to the grievance procedure.

Any matter involving a teacher's evaluation may be subject to the grievance procedure and shall comply with MCL 1248, 1249, and 1249 A.

B. The grievant may invoke the formal grievance procedure on the form set forth in Appendix D, signed by the grievant and a representative of the Association, which form shall be available for the Association representative in each building. A copy of the grievance form shall be delivered to the principal or supervisor. If the grievance involves more than one school building, it may be filed with the Superintendent or a representative designated by him. All grievances must be filed twenty (20) days from the time when, through reasonable diligence, the violation should have been discovered.

C. Within five (5) school days of receipt of the grievance, the principal or supervisor shall meet with the Association in an effort to resolve the grievance. The principal or supervisor shall indicate his disposition of the grievance in writing within five (5) days of such meeting, and shall furnish a copy there of to the Association.

D. If the grievance is not settled pursuant to paragraph C or no disposition is made within the time limits specified therein, the grievance may be transmitted to the next step within five (5) days. Within five (5) days of receipt of the grievance, the Superintendent or his designee shall meet with the Association in an attempt to resolve the grievance; the Superintendent or his designee shall indicate his disposition regarding the grievance in writing within five (5) days of such meeting, and shall furnish a copy thereof to the Association.

E. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his/ her designee, or if no disposition has been made within five (5) days of such meeting, either party may request non-binding mediation through the Michigan Employment Relations Commission (MERC). It is understood that grievance timelines will be placed in abeyance from the time a grievance is referred for mediation until the conclusion of mediation. In the event that mediation is unsuccessful in resolving the issue or in the event that both parties mutually agree to forego mediation, the grievance shall be transmitted to the Board within five (5) days thereafter, by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting shall hold a hearing on the grievance, review such grievance in closed session, [if grievance qualifies to be heard in closed session in accordance with the "Open Meetings Act" of the State of Michigan and that the District receives a written request from the employee requesting a closed session before the hearing begins] or give such other consideration as it shall seem appropriate. Disposition of the grievance in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.

F. If the Association is not satisfied with the disposition of the grievance at Level E, it may, within ten (10) days after the decision of the Board, refer the matter for arbitration to the American Arbitration Association, in writing, and request the appointment of an arbitrator to hear the grievance. (In addition, a termination of non-renewal of a probationary teacher or extension of the probationary period for a teacher, shall not be taken to arbitration.) If the parties cannot agree as to the arbitrator, he shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. 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.

G. The fees and expenses of the arbitrator shall be shared equally by the parties.

H. If the grievant shall have been found to have been improperly deprived of any professional compensation or advantage, the same shall be paid to the grievant.

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

J. If an individual teacher has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for the Association representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. In the administration of the grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

K. The term "days" as used herein in the grievance procedure shall mean "Work/Business" days of the school district being Monday through Friday exclusive of legal holidays or days on which the business office is closed.

ARTICLE XIV
ASSOCIATION DAYS

A. At the beginning of every school year, the Association shall be credited with ten (10) days to be used by teachers who are officers or agents of the Association. The Association agrees to notify the Superintendent no less than twenty-four (24) hours of the date for intended use of said leave.

ARTICLE XV
TEACHING HOURS

A. The regular work hours for all teachers are 20 minutes prior to the start of the school day and 10 minutes after the end of the school day. During this time teachers should attend to those matters which required attention, including consultations with parents when scheduled directly with the teacher, except on Fridays or on days preceding holidays or vacations, the teacher's day shall end at the close of the pupil's day.

B. Teaching hours:
   a. Instructional time will not begin prior to 7:40 AM or extend past 3:20 PM.
   b. Will not exceed seven hours and five minutes (unless otherwise mandated by the state).

ARTICLE XVI
PERSONAL DAYS

A. At the beginning of the school year, each teacher shall be credited with five (5) personal leave days. A teacher planning to use a personal leave day shall notify the appropriate Principal at least three (3) days in advance (exception of this requirement may be made in an emergency).

Personal leave days may be taken to extend vacations or holidays if the Superintendent approves it in writing. Such approval will, of course, be governed by the availability of substitutes. Personal leave days may not be used to participate, assist, aide, or abet in the picketing of any school district.

Personal leave days may be accumulated to a total of eight (8) days. As an option to its use or pay off, personal leave days over the accumulation of eight (8) days may be transferred to the teacher's sick leave balance.

ARTICLE XVII
PROFESSIONAL BEHAVIOR

A. Teachers shall comply with reasonable rules, regulations, and directions adopted by the Board or its representatives which are not inconsistent with the provisions of this Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety or well-being. All rules, regulations and directions that the teachers are expected to comply with, that are adopted by the Board or its representatives shall be provided to each teacher in written form.

B. No bargaining unit employee shall be disciplined in a manner inconsistent with board policy 3139 as dated 7/24/24. Any such discipline shall be subject to the professional Grievance Procedure hereinafter set forth.

C. Bargaining unit members have full Weingarten Rights. If a teacher requests representation by the Association, all action may be deferred for no more than 24 hours to allow a representative to be available, if one is not available. Action will not be deferred to allow a specific Association representative to be available.

D. Personnel File: Each Bargaining Unit Member shall have the right, upon reasonable request, to review their personnel file, with or without an Association representative, but under the supervision of the Superintendent or designee.

E. Complaints: No material will be placed in a bargaining unit employee's personnel file unless the bargaining unit employee has been offered a copy of the material. The bargaining unit employee may submit a written notation or reply regarding any material, including complaints, and the same shall be attached to the file copy of the material in question. If a bargaining unit member signs materials placed in the personnel file, such signature shall be understood to indicate awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. Complaints, as defined in this section, shall not be useable for the purposes of annual teacher performance evaluations unless the complaint is substantiated.

ARTICLE XVIII
ACADEMIC FREEDOM

A. Freedom of individual conscience, association and expression will be encouraged and fairness in procedures will be observed both to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.

ARTICLE XIX
DISCIPLINE

A. Teachers shall be responsible for creating and maintaining conditions conducive to learning and discipline. Since the teacher's authority and effectiveness in his classroom are undermined when the students discover that there is insufficient administrative backing and support of the teachers the Board recognizes that the Administration will give all reasonable support and assistance to the teachers with respect to maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil required the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, or whenever it appears that the presence of a particular student in the class will impede the education of the balance of the class because of disruptions caused by said student as outlined in Section D, the Administration will take reasonable steps to relieve the teacher of responsibilities with respect to such pupils.

B. It is recognized that discipline problems are less likely to occur in classes that are well taught and where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur, they may most constructively be dealt with by encouragement, praise and emphasis upon the child's desirable characteristics. A teacher may use such force as is, necessary to protect himself, a fellow teacher or an administrator from attack or to prevent injury to another student.

C. Any case of assault by a student upon a teacher while on duty shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise an assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement or judicial authorities; provided that the Board in its sole discretion determines that the teacher has acted within the scope of Board policy for professional behavior.

D. In the event a teacher excludes a student from his class for disciplinary purposes, the teacher must furnish the Principal full particulars of the incident in writing and may be requested to meet with the Principal to review the background and proper steps to be taken. Failure to follow these procedures could lead to disciplinary action against the teacher.

E. School authorities will endeavor to achieve correction of student misbehavior through counseling and interviews with the child and his parents when warranted. Transfer of the student to another teacher or other measures, short of suspension, will first be exhausted. A procedure for disciplinary action and suspension of a student from school will be established by the Board, copies of which will be provided each teacher.

F. The employer recognizes the need to have reasonable rules established for student conduct. At the beginning of each school year, the district will publish to all students and staff of the district a student handbook which contains disciplinary rules and consequences for the school year. Any change in the rules during the school year shall be made by the administration with input from the teaching staff and similarly published to students, parents and staff before said rules shall become effective.

Additionally, administration will make reasonable efforts to communicate with staff regarding individual student discipline when reasonable and prudent. Students enrolling after the beginning of the year will be provided a copy of the rules by the administration on or before the student's first day of attendance.

G. Teachers will use such reasonable physical force as may be necessary to:

1. Protect himself, herself, pupils or other from physical injury.

2. Obtain possession of a weapon or other dangerous object upon or within the control of a pupil.

3. Protect property from physical damage.

H. Teacher shall not use or threaten to use, corporal punishment. Corporal punishment consists of all three of the following characteristics:

1. The student is caused physical pain by a reasonable person's standard, and

2. The teacher intentionally administered the pain, and

3. The activity was intended by the teacher as a penalty or punishment for the pupil's offense.

I. A teacher shall have the right to have a union representative present any time by the teachers request when he/she is at an investigatory meeting (Weingarten Rights).

J. The Board shall be expected to exercise reasonable care with respect to the safety of teachers and their personal property, but shall not be liable, except in the case of negligence or neglect of duty.

K. In the event that a teacher excludes a student from his class for disciplinary purposes as indicated in paragraph D above, the principal shall provide the teacher with full particulars in writing about the steps taken to correct the problem before the student is readmitted to class.

L. Teachers shall not be responsible for any discipline at school activities beyond that displayed by the Administration and the Board.

ARTICLE XX
MISCELLANEOUS

A. All teachers hereafter employed by the Board for extra duty capacities shall be employed without tenure in accordance with the provisions of the Michigan Tenure Act (Act 4 of the Public Acts of 1937, Extra Session), as amended from time to time.

B. The non-tenure status of all extra duties of teachers for which extra compensation paid shall be stipulated in all salary notices furnished to such teachers.

C. If any provision of this Agreement or any application of the Agreement shall be found contrary to law, then such provision or application shall not be deemed valid, but all other provisions or applications shall continue in full force and effect.

D. Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement and any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties.

E. Copies of this Agreement shall be printed at the joint expense of the Board and the Association. The board shall furnish all material and the Association shall furnish all labor for typing and duplicating this agreement. Copies of this Agreement shall be presented to each teacher now and hereafter employed, to the Administration, and to the Board.

F. The Board shall provide, to the Local Association President, a list of the teachers by October lst, listing their names, in order by most years of service in the school district to the least and stating areas of certification and degree (credits).

G. The Association and the Board jointly recognize that alcoholism and drug addiction are illnesses and shall be treated as such. The Board agrees that any bargaining unit member with alcoholism or drug addiction who requests diagnosis or treatment will not jeopardize his/her job rights or job security and

that such problems will be handled in a confidential manner, unless otherwise required by law. The employee must participate in an approved program and will be allowed to utilize this procedure one (1) time only.

H. Each year a calendar committee will be convened prior to May 1st.

The Committee will consist of:

Three (3) representatives of Teacher's Union
One (1) representative of Support Staff Union
One (1) principal
The Superintendent/Principal
One (1) Board Member

The committee will develop a calendar(s) that will extend the same length as the contract of the North Central Education Association. Such a calendar(s) are subject to the Board of Education approval. The Calendar shall be in lawful compliance with MCL-388.1701-(State School Aid Act)-Required Instructional Hours and required minimum number of days of pupil instruction. And MCL-380.1284a (Common School Calendar Law).

I. A teacher's attendance and/or participation in at least two events each school year, in PTA meetings, open houses, concerts, plays, athletic events, graduation events, and similar school activities is encouraged as a professional.

J. An emergency manager appointed under the local government and school district fiscal accountability act may reject, modify or terminate the collective bargaining agreement as provided within the local government and school district fiscal accountability act.

All members will receive a season pass for sporting events.

K. Merit Pay Provision – In order to comply with Section 164h(1)(d) of PA 108 of 2017, the Board shall adopt policies to comply with this provision and communicate the details of those policies no later than October 1 of each year. Such policy shall not in any way, alter the provisions contained in this Collective Bargaining Agreement.

ARTICLE XXI

DURATION & EXECUTION OF INSTRUMENT

This agreement shall be effective as of July 16th, 2025 and shall continue in effect until June 30, 2028. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

The terms of such collective bargaining agreement between the parties are incorporated herein and by accepting and signing this "Master Agreement-Execution of Instrument- Signature Execution Clause" in this contract below, the parties agree to be bound by all such terms for the duration of this Agreement.

This Agreement will become enacted and implemented in full effect on the first date after the expiration date of the former Agreement by the last signature of either of the parties officials listed below, who are empowered to enter into this contract, is entered on the "Master Agreement-Execution of Instrument-Signature Execution Clause" below.

The date of the last party below to sign the "Master Agreement-Execution of Instrument-Signature Execution Clause" below will be also entered in the day, month and year positions of the provision that directly proceeds the North Central Education Association Agreement-title on page #2 of this Master Agreement and also will be the date entered into in the contract provision above in Article 21.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their signatures on the day and year below written.

"Master Agreement-Execution of Instrument-Signature Execution Clause"

NORTH CENTRAL AREA SCHOOLS BOARD OF EDUCATION

Signed By _____ **Date** 7-16-25

Signed By _____ **Date** 7-16-25

NORTH CENTRAL EDUCATION ASSOCIATION

Signed By _____ **Date** 7-16-25

Signed By _____ **Date** _____

APPENDIX A
NORTH CENTRAL AREA SCHOOLS

Salary schedule: (2025-26 school years)

Attachment A:

	Name	Step Placement 2024-25	Years of Service in NCEA
1	LaBonte, Lawrence	29	34
2	Kreig, Deanna	28	28
3	Snyder, Victoria	27	27.8588
4	Stein, Matthew	26	20
5	Veeser, Jessica	15	15
6	Proksch, Cheryl	12	11
7	Olson, Sarah	8	6
8	Mokszycke, Tami	12	5
9	Granquist, Brooke	5	4
10	Barnhart, Mary	4	4
11	Hahn, Kristin	4	3
12	Hicks, Kaitlyn	2	2.5
13	Mercier, Tyler	2	2
14	Gudwer, Elizabeth	10	2
15	Strahl, Jessica	2	2
16	Nason, Elizabeth	2	2
17	Strand, Zeke	2	1
18.	Williams, Zoe	1	0
19.	Aresenault, Bree	1	0
20.			

NORTH CENTRAL EA

Salary Schedule for 2025-26

4.0% on the Base

		37,031	38,512	40,053	41,655
STEP	INDEX	BA	BA + 18	MA	MA + 15
0		$38,512	$40,052	$41,655	$43,321
1	1	$38,512	$40,052	$41,655	$43,321
2	1.04	$40,053	$41,655	$43,321	$45,054
3	1.08	$41,593	$43,257	$44,988	$46,787
4	1.12	$43,134	$44,859	$46,654	$48,520
5	1.16	$44,674	$46,461	$48,320	$50,253
6	1.20	$46,215	$48,063	$49,986	$51,985
7	1.24	$47,755	$49,665	$51,652	$53,718
8	1.28	$49,296	$51,267	$53,319	$55,451
9	1.32	$50,836	$52,869	$54,985	$57,184
10	1.36	$52,377	$54,471	$56,651	$58,917
11	1.40	$53,917	$56,073	$58,317	$60,650
12	1.44	$55,458	$57,676	$59,983	$62,383
13	1.48	$56,998	$59,278	$61,650	$64,115
14	1.52	$58,539	$60,880	$63,316	$65,848
15	1.56	$60,079	$62,482	$64,982	$67,581
*18	1.60	$61,620	$64,084	$66,648	$69,314
*21	1.64	$63,160	$65,686	$68,314	$71,047
*24	1.68	$64,701	$67,288	$69,981	$72,780
*27	1.72	$66,241	$68,890	$71,647	$74,512

NORTH CENTRAL EA

Salary Schedule for 2026-27

3.0% on the Base

		38,512	40,052	41,655	43,321
STEP	INDEX	BA	BA + 18	MA	MA + 15
0		$39,667	$41,254	$42,905	$44,621
1	1	$39,667	$41,254	$42,905	$44,621
2	1.04	$41,254	$42,904	$44,621	$46,405
3	1.08	$42,841	$44,554	$46,337	$48,190
4	1.12	$44,427	$46,204	$48,053	$49,975
5	1.16	$46,014	$47,854	$49,769	$51,760
6	1.20	$47,601	$49,504	$51,486	$53,545
7	1.24	$49,188	$51,154	$53,202	$55,330
8	1.28	$50,774	$52,805	$54,918	$57,114
9	1.32	$52,361	$54,455	$56,634	$58,899
10	1.36	$53,948	$56,105	$58,350	$60,684
11	1.40	$55,534	$57,755	$60,067	$62,469
12	1.44	$57,121	$59,405	$61,783	$64,254
13	1.48	$58,708	$61,055	$63,499	$66,039
14	1.52	$60,294	$62,705	$65,215	$67,823
15	1.56	$61,881	$64,356	$66,931	$69,608
*18	1.60	$63,468	$66,006	$68,647	$71,393
*21	1.64	$65,054	$67,656	$70,364	$73,178
*24	1.68	$66,641	$69,306	$72,080	$74,963
*27	1.72	$68,228	$70,956	$73,796	$76,747

NORTH CENTRAL EA

Salary Schedule for 2027-28

3.0% on the Base

		39,667	41,254	42,905	44,621
STEP	INDEX	BA	BA + 18	MA	MA + 15
0		$40,857	$42,492	$44,192	$45,960
1	1	$40,857	$42,492	$44,192	$45,960
2	1.04	$42,491	$44,191	$45,960	$47,798
3	1.08	$44,126	$45,891	$47,728	$49,636
4	1.12	$45,760	$47,591	$49,495	$51,475
5	1.16	$47,394	$49,290	$51,263	$53,313
6	1.20	$49,028	$50,990	$53,031	$55,152
7	1.24	$50,663	$52,690	$54,798	$56,990
8	1.28	$52,297	$54,389	$56,566	$58,828
9	1.32	$53,931	$56,089	$58,334	$60,667
10	1.36	$55,566	$57,789	$60,101	$62,505
11	1.40	$57,200	$59,488	$61,869	$64,343
12	1.44	$58,834	$61,188	$63,637	$66,182
13	1.48	$60,468	$62,888	$65,404	$68,020
14	1.52	$62,103	$64,587	$67,172	$69,859
15	1.56	$63,737	$66,287	$68,940	$71,697
*18	1.60	$65,371	$67,987	$70,707	$73,535
*21	1.64	$67,005	$69,686	$72,475	$75,374
*24	1.68	$68,640	$71,386	$74,243	$77,212
*27	1.72	$70,274	$73,086	$76,010	$79,051

- **Based upon the official audit of the 2026-27 school year, if the fund balance is 20% or higher, the district will provide a $750 stipend to every teacher.**
- **Effective July 1st 2024, new hires who are certified will be placed at STEP 1 and new hires who are not certified will be placed at STEP 0.**

APPENDIX B
NORTH CENTRAL AREA SCHOOLS
EXTRA-CURRICULAR COMPENSATION SCHEDULE

Base: $38,512; School Year: 2025-26
Base: $39,667; School Year: 2026-27
Base: $40,857; School Year: 2027-28

*Bargaining Unit Members will not be assigned duties removed from Schedule B without agreed upon additional compensation.

ADVISORS	PAY (% OF BASE)
JUNIOR/SENIOR CLASS ADVISOR **Shared equally among advisors	(4.00)
YEARBOOK ADVISOR DAYCARE PROGRAM SUPERVISOR	(5.00)
STUDENT COUNCIL/FCCLA/NHS/ KEY CLUB ADVISOR	(2.25)
BAND DIRECTOR/CHORAL EXTRA ACTIVITY	(6.00)
H.S. QUIZ BOWL/PLAY/ROBOTICS ADVISOR	(1.75)
J.H. QUIZ BOWL Mentor Teacher Extra-Curricular Assignment	(1.00)

ATHLETIC PROGRAM – COACHES & SUPERVISORS

COACH	VARSITY	J.V.	JR. HIGH
FOOTBALL	(12.00)	(7.00)	N/A
FOOTBALL ASSISTANT	(5.00)	N/A	N/A
BASKETBALL	(12.00)	(7.00)	(3.00)
TRACK & FIELD	(6.50)	N/A	(2.00)
TRACK & FIELD ASSISTANT (If # of athletes is over 45)	(3.00)	N/A	N/A
BASEBALL	(6.5)	N/A	N/A
CROSS COUNTRY	(4.5)	N/A	(2.00)
VOLLEYBALL	(10.00)	(6.00)	N/A
CHEERLEADER ADVISOR	(2.50/Season) Fall & Winter	N/A	(2.00)
GOLF H.S.	(3.00)	N/A	N/A
GAME SITE SUPERVISOR	50.00	40.00	35.00

****Any teacher/coach/advisor who is currently earning a higher salary will be grandfathered at the higher pay rate. Applies to all of Appendix B.**

Only one track coach if either team is less than fifteen (15) members.

Summer School

When funding for "summer school" is made available, the district will fully utilize funds by hiring as many "summer school" staff as necessary. If there are limited summer school opportunities available, the district will select individuals based on experience, training, and other factors that contribute to qualification. Employees will retain summer school appointments and will not be required to apply annually.

APPENDIX C
OTHER BENEFITS

1. YEARS OF TEACHING EXPERIENCE

(a) Teaching experience may be granted to degree teachers if transferring from another school, providing they had that number of years of experience in other schools, not to exceed 10 years per Article IV, C.

A non-degree teacher who obtains a degree will be given the base salary for a degree teacher, plus up ten years of experience on the salary schedule, providing they have had that number of years of teaching experience.

(b) For teachers in vocational programs requiring vocational certification, one step on the salary schedule added to those who qualify for it.

(c) For employees hired after September 1, 2022: Non-Certified teachers serving as teachers will be paid at the base rate, and will advance on the salary schedule provided they can verify MDE approved progress towards becoming certified.

2. INSURANCE BENEFITS:

The Board agrees to pay: The PA 152 of 2011, Section 3, Hard Capped Amount per current Single, 2 Person, and Family Health Insurance at the rate of the Annual Hard Cap dollar amount as established annually by the Michigan Treasury Department. If the employee is enrolled in a medical plan with a Health Savings Account (HSA), Such as the currently available MESSA ABC I or ABC II, the employee may, at their discretion, elect to allocate a portion of the Hard Capped Amount into their HSA. The remaining Hard Cap dollars will be allocated towards their health insurance premium. It is understood that the difference between the remaining Hard Capped dollars and the premium will be the responsibility of the employee.

Medical Benefit Plans:

The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UP APA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UP APA, or if the UP APA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life, and long term disability benefits are still subject to this collective bargaining and are listed below.

Non-Medical Benefit Plans:

Dental:	
Class I:	100%
Class II:	90%
Class III:	90%
Annual Max:	$3,000
Class IV:	90%
Lifetime Max:	$3000
Riders:	2 Cleanings, Adult Ortho
Vision:	VSP 3 Plus P 250CL
Life Insurance:	$50,000
A D & D Coverage:	$50,000

For teachers who are eligible for, but do not elect to enroll in, a medical plan and take the non-medical insurance only, twenty-five (25%) percent of the capped allotment the teacher is eligible to receive in health insurance coverage will be paid monthly in an annuity or through a cash option. The monies will be distributed throughout the year based on the 22 or 26 selected pay periods.

The following paragraphs pertain to all "Medical and Non-Medical Benefit Plans"

Any portion of the actual applicable plans monthly premium costs not covered by the Board paid premiums for the "Medical Benefit Plans" and the Non-Medical Benefit shall be paid by the employee via payroll deduction. Employees must authorize the District the right to deduct the employee's portion of the applicable plan's premium contribution via payroll deduction as a condition to be eligible for the "Medical Benefit Plan" and the Non-Medical Benefit Plans.

The employee paid applicable plan premium payments made via payroll deduction to cover the employee contribution shall be evenly spread over the existing pay-periods the employee has selected for their salary payments.

In the event of employment of a husband and wife, only one MESSA Medical Plan benefit will be provided, and there shall be no "doubling" of insurance coverage. The benefits provided herein are the basic benefits under The MESSA Medical and Non-Medical Plans, and do not include optional programs thereunder, except as specifically hereinafter provided.

Board paid maximum premium payments are based on full-time employment less than full-time will be prorated accordingly. For employees who work less than the applicable positions work year due to being hired after the contracted year or who resign or retire before the end of the contract year or whose census category changes during the contract year will receive prorated Board premium payments accordingly. The Board will make monthly premium payments for active employees in accordance with the terms and conditions of the Medical Benefits Plans provider.

Employees will also pay all deductibles, co-pays, payments into flexible spending accounts associated with the employee "Medical Benefit Plans" and the Non-Medical Benefit Plans.

It shall be the responsibility of each and every teacher to complete and submit necessary application forms for insurance programs to the Administrative Officer in charge. These forms shall be the responsibility of the teacher for both the health and dental programs, and any other benefit programs provided in the district.

3. RETIREMENT PROVISION

The Board of Education agrees to pay retirement **at its legally required** contribution **rates** for all employees covered by this Agreement **in accordance with Public Act 300 of 2012 and Public Act 359 of 2012.**

4. EXTRA-CURRICULAR EVENT PAY

The Board of Education agrees to pay $20.00 for each extra-curricular activity worked at by a teacher, except for those activities for which the advisors or director is already paid.

5. UNUSED PERSONAL BUSINESS LEAVE PAY

Seventy-five dollars ($75) will be paid to the teacher for each unused personal business leave day at the end of the school year. The teacher may elect to accumulate up to a maximum of eight (8) days for use in the future.

6. ACCUMULATIVE SICK LEAVE

A year-to-year sick leave payoff option of $75 per day for the unused sick leave from the current year. A teacher must have a minimum of 20 days of previous sick leave accumulation before being eligible for this provision. Payment for this option to be made on or before June 30th of the current. According to Article V. Section B., a teacher may not accumulate more than 200 days.

7. TUITION REIMBURSEMENT

The Board of Education will reimburse teachers for tuition paid for additional courses taken beyond the 18 semester hours needed for their continuing certification provided that the course or courses are in areas which will benefit them in their present teaching assignment, as determined by the Board of Education, and provided that sufficient financial resources for professional development are available to the Board of Education, and will be approved on a first-come first-served basis by the Board.

8. RETIREMENT INCENTIVE

The retirement incentive will be paid out according to the following schedule:

July of first year of retirement:	50% of total
July of second year of retirement:	25% of total
July of Third year of retirement:	25% of total

At the end of the year which marks thirty (30) years of service - or at any time after (30) thirty years of service.	$16,000.00
At the end of any year which marks (25-29) years of service -	$13,000.00
At the end of any year which marks (20-24) years of service -	$10,000.00

UP TO FIVE (5) PURCHASED YEARS OF SERVICE MAY BE COUNTED TOWARD THE TOTAL YEARS OF SERVICE.

Incentives will be paid out on the **annual** system as illustrated above.

Incentives will be paid into a 403B or 457 Plan ONLY. Only the 12 existing vendors may be used.

Notification of early retirement and a written resignation must be filed with the Superintendent's Office prior to January 15th of each year for retirement effective **at the end of that school year**. Any member planning to retire at midyear must give notification as stated above before November 1st.

Said bargaining unit member must have ten (10) years of teaching service with North Central Area School.

In the event of the death of a bargaining unit member who meets the eligibility requirements stated above and has already requested to participate--in this plan, the full amount will be paid to his or her designated beneficiary according to MPSER's application. In the event that the bargaining unit member dies before receiving the full incentive then any balance not yet paid shall be paid to his or her beneficiary as stated above.

A bargaining unit member who meets the eligibility requirements stated above, and has already requested to participate in this plan, but who is stricken by a catastrophic, life threatening illness, will upon request, receive special consideration for continuation in this Early Retirement Incentive Program.

This incentive will be extended if a teacher has completed thirty (30) years of service, and they are too young to be eligible for MPSERS retirement, they will then be allowed to collect the incentive at the end of the year in which they become eligible for full retirement. Teachers that retire on any year from 20-29 need not be eligible for full retirement to receive this incentive.

APPENDIX D

GRIEVANCE REPORT FORM

Grievance # _____ School District **GRIEVANCE REPORT** Submit to Principal in Duplicate	Distribution of Form 1. Superintendent 2. Principal/Supervisor 3. Association 4. Teacher/Member

Building	Assignment	Name of Grievant	Date Filed

STEP I

A. Date of Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

_____

_____

_____

2. Relief Sought _____

_____

_____

_____

Signature **Date**

C. Disposition by Principal _____

_____

_____

_____

Signature of Principal/Supervisor **Date**

D. Position of Grievant and/or Association _____

_____

_____

Signature **Date**

STEP II

A. Date Received by Superintendent or Designee_____

If additional space is needed in reporting Sections B1 & 2 of Step I, attach an additional sheet.

B. Disposition of Superintendent or Designee_____

_____

_____

_____

Signature **Date**

C. Position of Grievant and/or Association_____

_____

_____

Signature **Date**

STEP III

A. Date Received by Board of Education or Designee_____

B. Disposition by Board_____

_____

_____

_____

Signature **Date**

C. Position of Grievant and/or Association_____

_____

_____

Signature **Date**

STEP IV

A. Date Submitted to Arbitration_____

B. Disposition & Award of Arbitrator_____

_____

_____

_____

_____

Signature **Date**

NOTE: All provisions of Article ___ of the Agreement Dated _____, _____ WILL BE STRICTLY OBSERVED IN THE SETTLEMENT OF THE GRIEVANCES.

APPENDIX E

EVALUATION

Teacher performance evaluations, will follow these procedures as consistent with the Revised School Code MCL 380.1249.

Beginning with the 2024-25 school year, the negotiated performance evaluation system shall comply with MCL Sections 1249 of the Revised School Code and the Teachers' Tenure Act. The performance Evaluation System shall:

A. The performance evaluation system for the North Central Area Schools shall include:

- Specific performance goals identified by the Administration in consultation with the teacher to improve their effectiveness in the upcoming school year.
- Clear approaches to measuring student growth with relevant data on student growth.
- Multiple rating categories that take into account student growth and assessment data or student learning objective metrics.
- The use of student growth and assessment data or student learning objective metrics as 20% of the year-end evaluation determination.

i. The student growth and assessment data or student learning objectives shall consist of measurable, long-term academic goals set for all students that utilize available data as determined annually by the grade level/department teachers in consultation with Administration.

ii. The teacher, in consultation with their administrator, shall be allowed to eliminate data attributable to students who have excessive absences or other circumstances that warrant eliminating that data.

iii. A negotiated year-end evaluation form that utilizes other objective criteria for 80% of the year-end evaluation determination.

iv. Any non-compliance with the evaluation process as described above shall be subject to the grievance process.

v. All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.

Memorandum of Understanding
Effective through expiration of EA Contract

Online Instruction

Online Payment – As Section 1231 of the revised school code requires that districts hire and contract with qualified teachers, NCA EA members will make $100.00 per student per class for teaching online students through the District approved on-line learning program.

Teachers are required to notify the high school principal, guidance counselor, and on-line program director by April 1 of their desire to teach online students in addition to their assignment. In the event more than one fully credentialed teacher expresses interest, the district reserves the right to assign students as deemed appropriate. The district will make every effort to equitably distribute students in this event. Shall a teacher be assigned an hour of online instruction as a part of their normal teaching assignment, they will not receive the $100.00 per pupil per course payment. Teachers shall not be assigned courses in a hybrid format with both face to face and online students within the same instructional period unless an administrator expressly approves the assignment for specific student circumstances such as a student's inability to meet graduation requirements or the need to align instruction with the student's Educational Development Plan. In the event that a student wishes to take an elective for which there is no qualified certificated NCA teacher available, the NCA EA will be notified and a reasonable accommodation will be made. This agreement will not prevent a student wishing to take an online elective that no NCA certificated teacher is qualified or available to teach from enrolling in such an elective course.

For on-line instruction that is not deemed a part of their normal teaching load, the following stipulations will apply:

- If a student completes less than 25% of their online course, no payment will be made to the teacher.
- If a student completes 25 to 50% of their online course, the teacher will receive ½ of their online pay for that student.
- If a student completes more than 50% of their online course, the teacher will receive their whole online instruction payment.

EA Signature Deanna Hrueg

Superintendent Signature Tim DA

Date: 7/2/2025