MASTER AGREEMENT

between

MERIDIAN PUBLIC SCHOOL DISTRICT

and

MERIDIAN EDUCATION ASSOCIATION

July 1, 2025 through June 30, 2027

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This Agreement entered into July 1, 2025, between the Board of Education of the Meridian District, Sanford, Michigan, (the "Board") and the Meridian Education Association, MEA-NEA, (the "Association").

The Board and the Association recognize and declare that providing a quality education for the children of the Meridian District is their mutual aim and that the character of that education depends predominantly on the quality and morale of the teaching service.

The members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards.

The Board has a statutory obligation, pursuant to the Public Employment Relations Act, as amended, to bargain with the Association as the representative of its teaching personnel as to wages, hours, and other terms and conditions of employment.

The parties, following extended and deliberate professional negotiations have reached certain understandings that they desire to confirm in this Agreement.

In consideration of the following mutual covenants, the parties agree as follows:

Article 1
Recognition

A. The Board recognizes the Association as the sole and exclusive bargaining representative, as defined in Section 11 the Public Employment Relations Act, for all certificated personnel, but excluding supervisory and executive personnel and office and clerical employees. The term "teachers" when used in this Agreement, refers to all employees represented by the Association, in the bargaining unit as above defined.

B. The Board shall not negotiate with or recognize any teachers' organization other than the Association for the duration of this Agreement. Nothing in this Agreement will be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without Association intervention, if the adjustment is inconsistent with the Agreement, and that an Association representative has received an opportunity to be at the adjustment unless the teacher involved has requested that no representative be present. The adjustment, however, must be reviewed by the Association. The Association must be notified of all grievance meetings.

C. Nothing in this Agreement will be construed to deny or restrict any teacher rights he/she may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to the teacher in this Agreement are in addition to those provided elsewhere.

Article 2
Association and Teacher Rights

A. Pursuant to the Michigan Public Employment Relations Act, every bargaining unit employee has the right freely to organize, join and support the Association for the purpose collective bargaining and other concerted activities for mutual aid and protection or to refrain from doing so. As a duly-elected body exercising governmental power under Michigan law, the Board will not discriminate against any teacher as to hours, wages, or other terms or conditions of employment by reason of Association membership, participation in Association activities or collective bargaining with the Board, or the institution of any grievance, complaint, or proceeding under this Agreement, or otherwise as to any terms or conditions of employment.

B. A teacher is entitled to full rights of citizenship and no religious or political activities of any teacher, or the lack thereof will be grounds for discrimination as to the teacher's professional employment. A teacher's private and personal life is not within the appropriate concern or attention of the Board, if it does not interfere with the performance of the teacher's contractual duties.

C. This Agreement will be applied without regard to race, religion, color, national origin, age, sex, or marital status.

D. The Association and its members have the right to use school buildings, equipment, and facilities in the same manner as the public, provided that the buildings, equipment, and facilities are available and the Association's use does not interfere with the normal use prescribed by the Board. Permission must be obtained from the building principal one (1) week in advance.

E. The Association shall have the right to post notices of activities and matters about the Association on teacher bulletin boards, at least one (1) of which will be provided in each school building. The Association may use the District mail service and teacher mailboxes for communication to teachers.

F. The Board will furnish to the Association, in response to reasonable written requests, all available information about the financial resources of the District, including but not limited to: Annual Financial Reports and Audits, Register of Certificated Personnel, Tentative Budgetary Requirements and Allocations, Agendas and Minutes of all Board Meetings, Treasurer's Reports, Census and Membership Data, Names and Addresses of all Teachers, Salaries Paid thereto and Educational Background, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers, together with information which may be necessary for the Association to process any grievance or complaint.

Article 3
Rights of the Board

A. Rights reserved exclusively by the Board for its use shall include by way of illustration and not by way of limitation the right to:

1. Supervise, direct, and control the management of the District, its properties, and facilities.

2. Hire all employees and subject to applicable legal provisions to discharge, demote or otherwise discipline employees and to promote and transfer employees.

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

4. Selection of textbooks, teaching materials, and various teaching aids.

B. The exercise of the foregoing powers, rights, duties and responsibilities by the Board and the adoption of related policies, rules, regulations, and practices is the exclusive prerogative of the Board except as otherwise limited by and specific and express language of this Agreement.

Article 4
Wage Deductions

A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, saving bonds, charitable donations, or any other plans for programs jointly approved by the Association and the Board.

B. The Association shall indemnify and save harmless the Board, and each individual school Board member, against all claims, demands, costs, suits, or other forms of liability including back pay and all court administrative agency costs that may arise out of or by reason of, action by the Board for the purpose of complying with this Article subject however, to the condition that the Association will have the right to choose the legal counsel, to prepare, defend, or settle any suit or action.

Article 5
Teaching Hours

A. 1. A normally scheduled day for teachers is six (6) hours and fifty (50) minutes. This time includes instruction and shall not exceed a total of thirty (30) minutes before and/or after the end of the students' regular school day. The hours above do not include the teacher's applicable duty-free unassigned lunch-period of the teacher. The District shall establish the start and end times of the student day. The starting and ending times for bargaining

unit employees of each individual building will be determined by mutual agreement at the building level not later than the last staff meeting of the previous school year.

2. The thirty (30) minutes may be altered by a joint decision of principal and teacher, provided that the teacher's length of day is not increased.

3. Teachers are encouraged to remain for a sufficient period after the close of the students'' school day to attend to those matters which properly require attention at that time, including consultations with parents when scheduled directly with the teacher, except that on Fridays or on days before holidays or vacations, the teachers' day may end at the close of the students' day.

4. Teachers will forfeit one (1) hour pay for each hour late after scheduled arrival time. (Exceptions for emergencies may be granted upon administrative approval.)

5. The District shall offer at least thirty (30) hours of Professional Development to staff during the year. Professional Development may occur in the form of Professional Development Days, Staff Meetings (that meet the approved criteria), Online Professional Development and Voluntary Professional Development Workshops. It is the responsibility of the teacher to make sure that they attend and documents the thirty (30) hours that are required each year. Additionally, under Section 380.1526 of Michigan's Revised School Code requires school districts to provide fifteen days of professional development to teachers across the first three years of their employment, (aligned with the individual development plan and mentor's advice). This includes providing training in a MDE approved First Aid/CPR program for all first-year teachers who do not already hold a valid First Aid/CPR card. A "day" is defined as at least six hours. The "year" is considered to begin on July 1 and end on June 30, coinciding with the school year. These days are in addition to the five days the district is required to provide to all teachers and should be documented separately from the regular, annual, five-day offering of professional development under MCL 380.1527.

6. Up to nine (9) building meetings may be held each school year, with the option of the building administration to hold up to three (3) more. Teachers will attend building meetings and will be given one (1) weeks' notice of the meetings. The meetings will not exceed one (1) hour after student dismissal. If a teacher misses a staff meeting, they will schedule a time to meet with the building administrator to review the content of the staff meeting.

7. All bargaining unit employees shall attend parent-teacher conferences, family collaboration events and other community outreach events as agreed upon by the building unit representative and the Principal. Total required time for parent-teacher conferences, family collaboration events, and community outreach events each year shall be a minimum of twelve (12) hours. The times and dates for those conferences and events are determined by mutual agreement at the building level not later than the last staff meeting of the previous school year. Additional events that arise during the school year will be approved by the Principal and the building unit representative. For shared staff, hours

spent in each building shall be determined by the staff member and building administrator(s) involved. Conference time is defined as time staff are available on campus to meet with parents. If a teacher is unable to attend the regularly scheduled conferences alternative arrangements must be made with the administrator to provide conference time equal to the time missed.

8. Duty-free unassigned time is defined as unassigned time for the teacher. During this time the teacher is free from work assignments. Teachers may leave campus during this time if they choose to do so.

B. The normal weekly teaching load in the junior and senior high schools will be twenty-five (25) teaching periods and five (5) unassigned preparation periods. This structure may be altered by mutual agreement of building level staff and administration is the total preparation time for the year is not reduced. The normal teaching load in the elementary schools is approximately the same student contact hours per week, except for kindergarten when hours of kindergarten teachers shall be fixed by the principal at the beginning of each semester but shall not be longer than the school day.

C. All secondary teachers are entitled to a duty-free unassigned lunch period of thirty (30) minutes.

D. All elementary teachers are entitled to a duty-free unassigned lunch period of at least forty (40) minutes. Elementary teachers will not have less than sixty (60) minutes preparation time during which their students are in recess or receiving instruction from various teaching specialists. These minutes may be altered by joint agreement between building principal and building faculty; one of the preparation time periods must be at least thirty (30) consecutive minutes.

E. Any teacher who loses their mid-day lunch hour because of student supervision will be paid at the rate as specified in Article 17.B.

F. The length of the school day must meet the minimum hour requirement set forth as defined in the State School Aid Act. The current minimum requirement is 1098 instructional hours and 180 school days.

Article 6
Teaching Conditions

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 teacher and the Board. The teacher's primary duty and responsibility is to teach. The school day should be directed at ensuring that the teacher's energy is primarily used to this end.

A. Because the student-teacher ratio is an important aspect of an effective educational program, class size should be lowered wherever possible. The Board will strive to achieve or keep within the following maximums:

1. Early Elementary
   a. Young 5's -20
   b. Kindergarten -25
   c. First Grade -25
   d. Second Grade -25

2. Later Elementary
   a. Third & Fourth Grades -27

3. Junior High School- 5th-8th
   a. Mathematics -28
   b. Social Studies -28
   c. Physical Education -28
   d. Computer Lab. -28
   e. Science Lab. -28
   f. Shop -24
   g. Speech -24
   h. Language Arts -28
   i. Reading -18
   j. Art -28
   k. American Studies (co-taught) -50
   l. World Studies (co-taught) -50
   m. Foreign Language -28
   n. Design & Modeling -28
   o. Engineering Exploratory -28
   p. Drama -28

4. High School 9th -12th
   a. Business -29
   b. Language Arts -29
   c. Social Studies -29
   d. Mathematics -29
   e. Science -29
   f. Foreign Language -29
   g. Physical Education I -29
   h. Health Education -29
   i. Physical Education II & III -35
   j. English-Writing emphasis courses:
      - Writing Layout -24
      - Writing for Publication -24
      - Scholastic Research -24
      - Practical Writing -24
      - Writing Skills -24
      - Composition -24
   k. Computer Lab. -28
   l. Industrial Arts -24
   m. Drafting -28
   n. Art -28
   o. Speech -29
   p. BioLit (co-taught) -50
   q. GeoDesign (co-taught) -50
   r. American Studies (co-taught) -50

5. a. Overload Payment Rate
When a Junior/Senior High (5^{th}-12^{th}) teacher's class size exceeds the stated number in each class, that teacher will be paid .003 x BA Step 1 per student for the semester. When a regular elementary self-contained (Young 5s-4^{th}) teacher's class size exceeds the stated number in each class, that teacher will be paid .01 x BA Step 1 per student for the semester. In the event that more than one regular elementary self-contained teacher shares the same homeroom students (as part of their daily schedule – 4^{th} grade), those teachers will split the overload payment for the shared homerooms equally. In the event that a teacher is assigned to a co-taught blended content class the maximum number of students assigned to a class will be no more than fifty (50) students at the Junior/Senior High (5^{th}-12^{th}) level. When a Junior/Senior High (5^{th}-12^{th}) co-taught blended content class size exceeds the stated number in each class, each teacher will be paid .003 x BA Step 1 per student for the semester.

b. Overload Payment Schedule and Proration
Class-size overload payments for those who are off work for twenty (20) consecutive days or more during a semester will be prorated for overload compensation. The District will make overload payments to teachers no later than the payroll immediately preceding the end of the semester. Pro-ration is based on the number of days the teacher worked each semester.

c. Teacher of Elementary Specials
When an elementary teacher of the specials (art, physical education, music, and library) has a class size exceeding twenty-eight (28) students, that teacher will be paid .0006 X BA Step 1 base per student times the class hours met on count week. For example, if there are thirty (30) students in physical education and they met for 1.5 hours (90 minutes) per week, that would be a calculation follows: (2 students X $21.20 X 1.5=$63.60)

d. Count Day
For the first semester the class count day to determine student overloads is the Official State count day. For the second semester the class count day to determine student overloads is the Official State count day of the second semester.

B. Appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio visual equipment, art supplies, athletic equipment, current periodicals, standard tests, questionnaires, grade content, specific curriculum, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools, and the Board shall promptly act on all joint decisions made by its representative and the Association.

C. A teacher is not required to drive or ride a school bus as part of the teacher's regular assignment.

D. The Board shall strive to make available in each school a faculty lounge with adequate lunchroom and restroom facilities for teachers and staff.

E. Adequate parking facilities will be provided and properly maintained and identified exclusively for teacher use.

F. Teachers are not required to report for work on Act of God days, and their salary will not be deducted in these cases when a pre-arrangement has been made for a leave day. The Board and Association intend to meet the requirements and to receive the District's full state aid amount. If the "Act of God" closures used by the District puts the District out of compliance with State Aid requirements, that time will be added to the end of the day or calendar at the end of the school year as either teacher professional development or, if needed, student instructional time.

G. At the secondary level, when class periods are used for educational purposes other than regular classroom instruction, such as testing, assemblies, etc., the teacher may be asked to assist with large group testing and shall attend assemblies.

H. To assure continuity of teaching and learning it is essential that all instructional materials, including lesson plans, be made available for review. Therefore, teachers are required to make lesson plans accessible to their building administrator before the start of the first school day of the week through their normal mode of sharing plans with students and families. This will facilitate a seamless educational experience for students and families creating clarity.

I. Preparation periods are to be spent in the teacher's assigned building. A teacher who leaves his/her assigned building during a preparation period for other than school business will forfeit one hour's pay. Permission to leave shall be granted from the building principal's office.

Article 7
Certification and Assignment

A. Appendix C and 6th hour assignments are not obligatory, unless the teacher otherwise consents. To relieve teachers of cafeteria, patrol, bus, and similar non-teaching duties, the Board will engage a number of personnel. Teachers will recognize their professional obligation to provide adequate student supervision.

B. Teachers shall furnish certification to the Central Office by no later than the first teacher work day of the school year. If the above requirement is not met, all penalties imposed on the District shall be subtracted from the teacher's salary. Any changes in certification must be filed according to the provisions of Article 9, Seniority List.

C. Summer teaching assignments, adult education assignments, and driver's education assignments that are outside the regular school day will be made with consideration of on-the-job seniority, training, and mutual agreement between the teacher and the Board.

Article 8
Illness, Disability and Bereavement

A. Personal and Family Illness Days

1. All full-time teachers shall be granted fifteen (15) days of personal/family illness leave annually. Those teachers who are less than full-time, are hired during the school year, or leave before the end of the school year shall have their sick leave prorated.

2. Personal/Family Illness days shall not exceed the maximum of 135 days at the end of the school year.

B. Family and Personal Illness

1. Personal and Family Illness days may be used for any purpose covered under the Paid Medical Leave Act (PMLA), and Earned Sick Time Act, MCL 408.934b, 408.961 et seq.

   a. In accordance with the Earned Sick Time Act (ESTA) an eligible bargaining unit member may use their earned sick time for the following reasons:

   (1) the bargaining unit member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee;

   (2) for the bargaining unit member's family member's mental or physical illness, injury, or health condition, medical diagnosis, care, or treatment of the employee's family member's mental or physical illness, injury, or health condition or preventative medical care for a family member of the employee;

   (3) if the bargaining unit member or the member's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability, to obtain services from a victim services organization, to relocate due to domestic violence or sexual assault, to obtain legal services, or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault;

   (4) for meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or

   (5) for closure of the bargaining unit member's place of business by order of a public official due to a public health emergency, for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's

exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

2. For ESTA purposes, a "family member" is defined as:
   a. biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the eligible employee stands *in loco parentis*;

   b. biological parent, foster parent, stepparent, or adoptive parent or legal guardian of an eligible employee or an eligible employee's spouse (under the laws of any state) or domestic partner or a person who stood *in loco parentis* when the eligible employee was a minor child;

   c. an individual to whom the eligible employee is legally married under the laws of any state or a domestic partner;

   d. grandparent, grandchild, and biological, foster, or adopted sibling;

   e. an individual related by blood; or

   f. an individual whose close association with the eligible employee is the equivalent of a family relationship.

3. a. The District and Association agree that good attendance is essential to the well being of the District and its students. To that end, the District and Association will work together to promote consistent attendance for all members and will cooperate in dealing with individual attendance issues.

   b. When the teacher becomes aware of the absence for personal or family illness, the teacher must notify their immediate supervisor of the absence and enter the absence into employee attendance system.

C. Funeral Leave

A maximum of up to five (5) paid leave days may be granted whenever there is a death in the teacher's immediate family, provided the teacher is required to be engaged in making necessary arrangements concerning the settlement of the estate or the funeral arrangements. Immediate family shall be interpreted as husband, wife, child, mother, father, step people, parents in law, in law children, brother, sister, and grandchildren." Up to two (2) days for grandparents, uncle/aunt, niece/nephew, and sibling-in-law. "Extensions may be granted upon approval by the Superintendent or his designee, however, personal/family illness days may be used. In addition,(1) one day per year will be granted for the purpose of attending the funeral of any relative not listed. For attending the funeral of any non-relative a teacher may use up to (1) personal illness day. Additional days will be allowed for emergency, illness, or deaths in the immediate family at the discretion of the Superintendent.

D. Long Term Disability

The Board will contract with an insurance provider to provide a long-term disability plan, which will include a provision to cover mental/nervous, alcoholism, and drug rehabilitation. This plan will provide for 66-2/3% reimbursement of the insured's monthly earnings and will have a qualifying period of three (3) consecutive months of disability. Initial selection of the insurance carrier shall be by mutual agreement of the Board and Association. Any change or amendment to this policy may be made only by mutual agreement of the Board and the Association. Terms and guidelines established by the long term disability carrier shall be governing for benefits under this plan.

An employee receiving benefits under the long term disability plan, or taking unpaid days of absence due to personal illness prior to eligibility for long term disability, is still considered an employee of the District and shall be entitled to all benefits including, but not limited to: medical, dental, vision, AD&D and life insurance premiums paid by the District for twelve (12) months from the date of the unpaid leave of absence due to personal illness, LTD coverage, or a combination of unpaid leave of absence and LTD coverage of the disability, whichever is provided to the employee. The employee is responsible for his/her share of premiums, if applicable. (COBRA, FMLA, LTD, MPSERS, Medicare and Affordable Care Act may provide further protection.) However, if the LTD plan contractually offered provides for medical insurance coverage paid in full by the insurance provider, the employee will not be responsible for any share of the premium of the medical insurance to the District. For all other District provided negotiated benefits that do require premium sharing either by law or contract, the employee will be responsible for his/her negotiated share.

Employees may elect to use their own accumulated sick days in lieu of the long term disability, but shall not be required to exhaust his/her personal sick leave accumulation if qualified to receive long term disability benefits if allowable under the mutually agreed-upon LTD plan provided for each Employee by the District.

E. Short Term Disability (Sick Bank)

A new limited Short Term Disability Sick Bank will be available to be used by employees prior to becoming eligible for coverage under the long-term disability policy. Coverage by the Short Term Disability Sick Bank is limited to that period of time between when an employee's personal sick day accumulation is exhausted and the date he/she is eligible for benefits under the long term disability plan and/or ninety (90) days, whichever is less. If the employee has exhausted the ninety (90) day limit under this Agreement, a second forty-five (45) days shall be provided by the Board, with approval of the Short Term Disability Sick Bank Committee. The second forty-five (45) days shall not be used as an offset to any other insurance policy and may not be used until other insurance options have been exhausted. The Short Term Disability Sick Bank shall not be used as an offset to any other insurance plans.

Coverage under the Short Term Disability Sick Bank will not apply to health problems resulting from self-inflicted injuries or injuries which occur as a result of a felony conviction committed by the employee.

To receive sick leave payments under this Short Term Disability Sick Bank, the teacher must perform all job duties until disabled and return to service as soon as able to perform the essential functions of his/her job as certified by the teacher's physician.

For all sick bank leave days claimed, the teacher must have a physician's certificate, on file in the Superintendent's Office, verifying disability that prevents the teacher from fulfilling the essential functions of his/her job.

If physically able, the teacher shall cooperate with the temporary replacement on fulfilling the educational objectives for the expected term of the absence.

F. Short Term Disability Sick Bank Procedures

1. Establishment/Maintenance of Short Term Disability Sick Bank

To afford the maximum protection against a prolonged illness, the following Short Term Disability Sick Bank shall be established for all full-time and part-time teachers of the District who have completed employment of a minimum of one (1) school year in the District. Those who have been employed less than one (1) school year in the District may use up to fifteen (15) days from the Short Term Disability Sick Bank. Those less than full-time shall be pro-rated.
The primary purpose of the sick leave allowance is to cover the absence of any employee from school because of personal illness or injury sufficiently severe that it would make his/her presence in school inadvisable by a medical doctor.

Sick leave applies only to absences resulting from illness or injury of the employee and not absence caused by illness or injury in the immediate family.

When the Short Term Disability Sick Leave Bank falls below 150 days, the Bank will be replenished at the beginning of the following school year by assessing each bargaining unit employee one (1) day. Employees ending a school year with zero sick days remaining will give one of their following (next) school year's allotted sick days to the Bank.

The balance of the sick days left in the Short Term Disability Sick Bank will be carried over to the beginning of the next school year.

No more than a maximum of ninety (90) days per full-time employee will be granted from the Short Term Disability Sick Bank throughout the duration of this Agreement. However, a second forty-five (45) days shall be granted with the approval of the Short Term Disability Sick Bank Committee, if the employee has exhausted all of the original ninety (90) days and has satisfied all other eligibility requirements. An employee will not be eligible for the second forty-five (45) days until he/she has exhausted all other benefit options and has satisfied the eligibility guidelines of this Agreement. The eligibility requirements of this Agreement shall remain in effect unless mutually agreed upon and changed by the Board and Association under the provisions of this Agreement.

2. Application to Short Term Disability Sick Bank

Any teacher on sick leave may request to participate in the Short Term Disability Sick Bank by emailing their request to the Superintendent's Office within thirty (30) working days of the date the employee's personal sick day accumulation is exhausted. It is the employee's responsibility to remain informed of his/her personal leave accumulation. An email request for leave of absence must be made to the Short Term Disability Sick Bank Committee. The request must be accompanied by a physician's statement, which includes a diagnosis of the illness/disability, the limitations of the illness/disability, and an estimate of the anticipated duration of the illness. The Board reserves the right to select an additional doctor and will do so at the Board's expense. The Short Term Disability Sick Bank Committee will respond to the request five (5) days from the date it is received by the Short Term Disability Sick Bank Committee. Upon notification of approval by the Sick Bank Committee, salary will be paid retroactively, at full daily rate, back to the first working day after the employee's personal sick day accumulation has exhausted. Salary will be paid at full daily rate, not to exceed ninety (90) days maximum overall, or 135 days if the employee qualifies for the second forty-five (45) days.

3. Short Term Disability Sick Bank Committee

Initial eligibility will be determined by a majority of the Short Term Disability Sick Bank Committee, which will review eligibility at thirty (30) day intervals, and may require recurrent doctor certification by one or two doctors, one of which is to be chosen, and paid for, by the Board. The Sick Bank Committee shall consist of the four elected officers of the Association and the Superintendent or designee.

The Short Term Disability Sick Bank Committee may grant or suspend sick days from the Sick Leave Bank. Its judgments and/or decisions will be final and are not grievable. No employee will be credited with sick leave allowance while drawing from his/her own accumulated sick leave or the sick leave bank until he/she has returned to work.

An annual report of the Short Term Disability Sick Bank will be made available to each bargaining unit employee, including a statement of the number of days granted from the Bank, the number of days remaining in the Bank and the cost of days granted.

The number of days from the Short Term Disability Sick Bank available to each individual shall be included in his/her annual report of accumulated sick days.

4. Leave of Absence

Any teacher whose personal illness extends beyond his/her personal sick leave accumulation shall be granted a leave of absence, upon application to the Board, until such time as he/she is able to resume his/her teaching duties, or is considered permanently disabled under Worker's Compensation or Social Security guidelines, whichever is lesser.

5. Seniority

   Seniority date will not be affected while on personal sick leave, Short Term Disability Sick Bank, or Long Term Disability.

G. Worker's Compensation

Any employee who is absent because of an injury or disease compensable under the Michigan Worker's Compensation Act, or under any salary protection insurance plan paid for by the employer, shall receive from the Board the difference between the allowance under the Worker's Compensation Act or the Salary Protection Insurance and his/her regular salary. The difference shall be charged first against the employee's personal sick leave until it is exhausted, and second to the Sick Leave Bank, without exceeding the maximum of ninety (90) days salary, or 135 days salary for an extension, and/or eligibility under the long term disability plan, whichever is lesser. At the point the employee becomes eligible under the guidelines of the long-term disability plan, the terms of the long term disability insurance policy and/or the Worker's Compensation Act shall govern.

Article 9
Seniority List

A. The bargaining unit's seniority list shall be posted in each building, with copies furnished to the Association at least thirty (30) workdays before the beginning of each semester. It shall be the responsibility of each teacher to promptly check the seniority list. If a teacher or the Association does not believe that a teacher's seniority, certification, or endorsement is correctly shown on the list, the Superintendent and Association shall be notified, in writing, of the alleged error within ten (10) workdays of the list's initial posting date. If no challenge is made within this ten (10) day period, the seniority list shall be deemed to be accurate, and the Board shall incur no liability (including back pay) for relying on that list. After ten (10) workdays, the seniority list shall be frozen until reposted. Updating of endorsement (majors and minors) shall be allowed only during the ten (10) day seniority posting period. However, for notice purposes only, a teacher may inform the Superintendent and the Association, in writing, of a change in certification, accompanied by proper documentation, at any time. Seniority in the District, shall mean continuous full- or part-time employment in the District, including substitute service and all periods when the teacher was on leave of absence for any cause or laid off as defined by the recall procedure.

B. A teacher's seniority shall be from the date of official hiring by the Meridian School Board. For of multiple hires, seniority is established by the order in which the Board approved each candidate. The Superintendent shall present the recommended candidates in the order they are chronologically approved by the administration for hiring. Previous seniority shall remain intact.

C. Administrators will not be placed on the seniority list and do not accrue any seniority rights.

D. Substitute service shall be credited on the seniority list as one (1) year when ninety-one (91) work days have been completed within the same school year once hired for a bargaining unit position.

E. Teachers will receive seniority credit for leaves of absence in accordance with Article 8.

F. Seniority will continue to accrue only for three (3) years while on District layoff. This level of seniority shall be frozen after three (3) years unless the teacher substitutes in a bargaining unit position.

Article 10
Vacancies

A. A vacancy is defined as a:

a. Position presently unfilled.
b. Position currently filled but which will be open in the future.
c. New position that is in existence after the annual assignments of staff and after the staffing committee has made its report: or
d. Position that will be open for more than one (1) school year due to a bargaining unit employee taking a leave of absence.

B. Any teacher may apply for a vacancy if the teacher is or will meet the applicable State certification and licensure requirements, including any requirement for certification/licensure obtained through alternative routes to certification, by the vacancy's effective date.

C. Bargaining unit employees may apply for a vacancy by submitting a written application to the Superintendent.

D. Before the last day of the school year, teachers shall register preference for vacancies that may arise during summer vacation by submitting a written preference to the Superintendent

E. The Superintendent may fill any vacancy any time during the school year.

Article 11
Unpaid Leaves of Absence

A. Upon teacher application, the Board may grant a voluntary leave of absence for up to one (1) year. This Article applies to full-time voluntary leaves of absence and not to voluntary part-time reductions in teaching loads. The Board, in its discretion, may extend the leave for up to one (1) additional year.

1. A teacher, while on leave, does not qualify for any District paid salary, fringe benefit, or retirement except when state and/or federal law(s) apply; however, the teacher shall maintain his/her position on the District's Seniority List and shall accrue his/her regular seniority time while on leave.

2. Upon teacher request, the Board may grant an unpaid leave of absence for the purpose of childcare. The leave shall commence on request of the teacher with Board approval. The bargaining unit employee will give a thirty (30) day notice of the request for such leave, unless an unforeseen reason requires the employee to take the childcare leave before that time.

3. Other unpaid leaves shall be granted in accordance with state and/or federal law.

B. Return from leave

1. A teacher planning to return from leave beginning the first semester of the school year must notify the Superintendent, in writing, on or before April 15, of the school year before his/her planned return.

2. A teacher planning to return from leave beginning the second semester of a school year must notify the Superintendent, in writing, on or before December 1, of the school year preceding his/her planned return.

Article 12
Professional Behavior

A. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline reflect adversely on the teaching profession and create undesirable conditions in the school building. Administration has the right to inquire when abuses are suspected.

Article 13
Continuity of Operations

A. The Association will not, directly or indirectly engage in or assist in any strike, as defined by the Public Employment Relations Act.

Article 14
Calendar

A. By March 15th of each year, the parties will have negotiated the specific calendar for the ensuing school year based on the structure of the previous year's calendar, and any applicable

State or Federal requirements. The calendar and hours for the 2025-2027 school years shall be made up of no less than the minimum set requirements of 180 instructional days and 1098 instructional hours. If during the life of this Agreement, the State requirements change for instructional days and/or hours, the Board and Association will meet to determine if any calendar changes may be made.

Article 15
Professional Compensation

A. The salary schedule of those teachers who carry a normal, weekly teaching load are set forth in Appendix B.

1. All teachers at the beginning of the 2025-2026 school year shall move a step. All teachers at the beginning of the 2026-2027 school year shall move a step.

2. Longevity will be paid to teachers beginning their (28th) year with the District, after completion of their (27th) year with the District as a bargaining unit employee. Longevity will be paid as follows:

   28th Year: $1,500
   29th Year: $2,500
   30th Year and beyond: $3,500

   Longevity payment will be spread over the number of pays elected on the teacher's contract.

B. All degreed and certified newly employed teachers may receive credit for up to six (6) years of outside teaching experience in any school district. At the Boards discretion, additional years of experience beyond six (6) may be granted. Military service will be accepted based on of every two (2) years active duty as one (1) year of credited experience with a four (4) year maximum (2 index steps). Those staff positions which require a license from the office of Licensing and Regulatory Affairs (LARA) and have a Master's Degree requiring more than thirty (30) credits will be placed on the MA+15 lane. Those positions are specific to School Psychologist, Social Worker, Counselor and Speech and Language Pathologist.

The Board will determine credit for initial salary placement of newly employed-teachers by the Board. When accepting credit for lane advancement of currently employed teachers on the Appendix B Salary Schedule, the following standards apply:

1. Credit shall be approved by an accredited college or university and must apply towards the teacher's advanced degree or planned program or;
2. Credit shall be graduate level in the teacher's major or minor from an accredited institution or;
3. Credit shall be in the teacher's field of teaching at the time credit is taken or;

4. Credit shall be approved, in writing, by an advisory committee made up of an administrator and an Association member before enrollment in classes if different than any of the above.
5. Lane advancement on the salary schedule shall only be made at the beginning of each District school semester. Credit and proof of completion must be presented before October 1st and before February 1st and will be retroactive if the degree or credits were earned before the start of the District semester.

C. The teacher's hourly rate shall be determined in the following manner:

Hourly Rate = Teacher Contract Amount per Schedule B / Total Contract Hours*

*1,102.0 Hours
This formula applies to sixth (6th) hour assignments.

D. Teachers involved in voluntary extra duty assignments in Appendix C, shall be compensated in accordance with this Agreement. All compensation in this area will be calculated based on the number of student instructional days in the calendar for that school year.

E. Salary step advancement shall be made only at the beginning of the school year and shall require service of one (1) complete academic year, or a major portion of the academic school year as determined by the Superintendent. The academic year completion determination shall include time covered by personal leave and sick leave but excludes time spent on layoff, leave of absence, or short or long-term disability.

F. All bargaining unit employees employed by the District as of January 1st and that work through the end of the school year shall receive a non-elective employer contribution to a 403(b) equal to $1,000 per school year paid not later than June 30th. The member must establish an account with a District approved provider by March 1st of the school year in which the payment shall be made. Failure to establish an account by this date will negate the District's obligation for that school year.

G. Each teacher will be paid on a bi-weekly basis starting with the first regular pay of the school year. Teachers may opt to have their pay spread for approximately twenty-one (21) pay periods or for approximately twenty-six (26) pay periods, with the last school year pay to be a lump sum of the remaining payments. In years with twenty-two (22) or twenty-seven (27) or pays, the Superintendent or designee will notify the Association President when this anomaly occurs. Teachers will receive their pay through direct deposit. Salary amounts paid to teachers who work on less than full-time assignments will be proportional to the percentage of the assignment to a full-time assignment.

H. Any teacher who provides an irrevocable written notice of retirement no later than February 1st shall receive a $2,750 403(b) contribution paid by the Board. The 403(b) account must be on the approved provider list. In addition, any bargaining unit employee who retires and retains sick days as of the last day of the school year will receive an additional 403(b) contribution to be paid as follows:

Days 1-75 at ten dollars ($10) per day

Days 76-100 at twenty dollars ($20) per day
Days 101-115 at thirty dollars ($30) per day
Days 116-150 at sixty dollars ($60) per day

To receive either of the 403(b) contributions, the teacher shall fulfill their contractual obligation for the school year.

I. All Speech Pathologist hired as bargaining unit members, will be reimbursed for the cost of their ASHA certification by the district. A request for reimbursement must be made within 30 days of the payment and a copy of the receipt of payment will need to be included in the request.

Article 16
Insurance

A. HEALTH INSURANCE

1. A teacher working at .8 FTE or above is considered full-time for purposes of insurance and provided the full medical benefits as described herein.

2. Through December 31, 2025 the Hospital/Medical Insurance shall be *MESSA ABC Plan 2 ($2,000/$4,000)0% with 3-Tier Prescription, MESSA ABC Plan 2 ($2,000/$4,000))% with 5-Tier Mail In Prescription, or MESSA ABC Plan 2 ($2,000/$4,000) 10% with a 5-Tier Prescription*: See Appendix E.

   The District and the Association agree to meet annually within two weeks of the District receiving the Medical Insurance Rates in the fall for the upcoming January to December plan year. At that time, the contract will be opened for Medical Insurance bargaining only and a plan will be negotiated and agreed upon by the District and the Association. This needs to be finalized no later than November 15th annually.

3. For the 2025 calendar year, the Employer will contribute the following to an employee's election of insurance coverage for a medical benefit plan:
   Single Person $643.18 per month; or
   Two Person $1,345.10 per month; or
   Full Family $1,754.15 per month

4. For the 2026 calendar year, the Employer will contribute the following to an employee's election of insurance coverage for a medical benefit plan:
   Single Person $661.84 per month; or
   Two Person $1,384.11 per month; or
   Full Family $1,805.02 per month

5. For the 2025 and 2026 calendar year, the District's contribution to the employee's medical benefit plan costs shall not exceed the "hard cap" amounts established by the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. The hard cap calculation

shall be based on the aggregate medical benefit plan cost, including the District-paid H.S.A contribution, for all bargaining unit employees enrolled in the medical insurance benefit plan. Any cost over the aggregate amount is the responsibility of those individual employees whose insurance election premium exceeds the hard cap, and shall be deducted on a pro-rata basis from their compensation. Premiums for medical benefits to be paid by the teacher must be payroll deducted. Premium co-pay amounts shall be deducted from the teacher's pay over the number of pays that the teacher has selected for the year.

6. For the 2027 calendar year, the Employer will contribute the lesser of (1) the "hard cap" amount established by the Publicly Funded Health Insurance Contribution Act, or (2) a 3% increase to the 2026 hard cap/monthly premium breakdowns noted above, which equate to the below:

   Single Person $681.69 per month; or
   Two Person $1,425.63 per month; or
   Full Family $1,859.17 per month

7. The District's medical benefit plan contributions will be applied monthly following the calendar year January to December.

8. Teachers enrolled in medical coverage will receive Health Savings Account (HSA) employer-paid contributions based on the level of the medical coverage for which the teacher is enrolled. The contributions will be deposited in the teachers' HSA monthly. The District HSA contributions are applied to the hard cap level. Those amounts will be prorated based on the date enrolled in coverage or changes in level of coverage. It is the teacher's responsibility to open the HSA through the District approved provider so timely contributions to be made.

9. Those full-time teachers who elect not to participate in the health insurance program will receive a total cash in lieu payment of $6,250 in 2025-2026 and $6,500 in 2026-2027 on the conditions that: (1) the employee voluntarily and in writing opts out of the health benefits coverage available under the District Plan; and (2) provides documentation to the Board that the employee has other health coverage that meets the minimum value and coverage requirements of the Affordable Care Act. The teacher will receive payments over the number of pays that the teacher has selected for the year. Cash in lieu payments will be prorated if the teacher terminates employment or enrolls in medical coverage.

B. DENTAL INSURANCE

The Board will provide Dental Insurance to all full-time teachers and dependents that will include the following:

1. Dental coverage at 100/100/60, including Orthodontics

C. VISION INSURANCE

1. The Board shall provide vision insurance to full-time employees and dependents. All benefits, definitions and terms shall be in accordance with the master policy between the District and the insurance carrier.

D. LIFE INSURANCE

1. The Board will provide, at no cost to the employee, a $50,000 term life insurance policy with Accidental Death & Dismemberment (AD & D) coverage.

2. Employees who have Board-provided term life insurance, under "D, 1." above will have a thirty (30) day conversion right upon termination of employment. Any employee electing conversion to keep the life insurance in force must contact the insurance carrier within thirty (30) days of the employee's last day of employment.

E. To be eligible for insurance benefits the teacher must be actively employed or on paid sick leave and/or approved Family and Medical Leave Act (FMLA). Active employment means the teacher is fulfilling his/her assignment and working the hours expected.

F. Newly hired employees are eligible for insurance, commencing the first day of the month after the first day worked, upon acceptance of written application by the health insurance carriers.

G. The employee shall report changes in family status to the Business Office within thirty (30) days of the change. The employee is responsible for any premium overpayment made by the Board on his/her behalf for failure to comply with this paragraph.

H. The Board shall provide the above-mentioned benefit programs within the underwriting rules and regulations as set forth by the carrier(s) in the contract held by the policyholder.

I. The Board shall make timely payment of insurance premiums for all employees to assure coverage for the full twelve (12)-month period if the employee is returning the next school year. For retirement or resignation effective the end of the school year, this coverage shall terminate August 31st. For discharge, the coverage shall terminate the last day of the month in which the termination is effective.

Article 17
Substitute Coverage and Special Teaching Assignments

A. The Board will maintain an adequate list of substitute teachers. Teachers shall be informed of the substitute system contact information. Teachers shall communicate unavailability for work as soon as possible but before 6:20 a.m. of the absence date. Once a teacher has reported unavailability, the administration is responsible to arrange for a substitute teacher. Teachers will forfeit one (1) hour pay for calling in late.

B. If a substitute is needed at the elementary or secondary level and cannot be secured, any regular teacher filling this position shall be reimbursed at the rate of .06% of the B.A.+18, Step 1 rate

per hour. This arrangement must be by mutual agreement of the principal and the teachers involved, pre-arranged when possible and minimized. The District will increase the hourly rate by five dollars ($5) after the teacher's completion of five (5) hours of substitute teaching. This increased rate will remain for all substitute hours by that teacher beyond the initial five (5) for that school year only.

C. Travel time for teachers between buildings will equate to 7.5 minutes each way. For teachers who lose part of their contractual conference, preparation, or lunch time due to a teaching assignment in another building shall be paid two-hundred fifty dollars ($250) per semester. Travel time payments for those who are off work for twenty (20) consecutive days or more during a semester will be prorated. The District will make travel time payments to teachers no later than the payroll immediately before the end of the semester. Pro-ration is based on the number of days the teacher worked each semester.

D. When performing instructional duties outside of their regular school day, all bargaining unit employees shall be compensated at a rate of thirty-five ($35) dollars per hour: summer school teaching, Saturday school, summer professional development, and summer student scheduling.

E. During scheduled student days, teachers who agree to teach before and after school programs shall be compensated at a rate of forty-five ($45) dollars per hour. Assignment to those positions cannot be made mandatory.

Article 18
Student Discipline

Teachers recognize the responsibility of enforcing school regulations during school hours.

Article 19
Teacher Protection

A. The teacher's authority and effectiveness in the classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher. The Board recognizes its responsibility to give all reasonable support and assistance to teachers for the maintenance of classroom control and discipline. Whenever it appears that a particular student requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities, such as to provide classroom coverage, for the student.

B. Any case of physical assault upon a teacher will be promptly reported to the Board or its designee.

The Board will provide legal counsel to advise the teacher of his/her rights and obligations as to the assault and, when requested in writing by the teacher, will render all reasonable

assistance to the teacher connected with handling the incident by law enforcement and judicial authorities, exclusive of separate damage suits filed by the teacher.

C. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, the Board will provide legal counsel and render all reasonable assistance to the teacher in his/her defense, when requested in writing by the teacher. The Board's obligation under this provision does not apply if the teacher violated Board Policy. If a final decision issued by the court or administrative agencies indicates the teacher's liability for this action, the teacher shall reimburse the District all cost of assistance rendered pursuant to this paragraph and not covered by the District's insurance carrier.

D. Whenever a teacher is absent from school as a result of personal injury caused by an accident or an assault arising out of and in the course of employment, the teacher will be paid full salary (less any Worker's Compensation payment for temporary disability due to that injury), for the absence period not to exceed ten (10) school months, and no part of such absence will be charged to annual sick leave. The Board may, at its option, request a confirmation statement from a medical doctor about the duration of the absence from the teaching assignment. As soon as the teacher is able to return to work, he/she will be restored to his/her previous position or an equivalent position. At the Board's request, a teacher shall submit a statement from a medical doctor certifying that he/she is able to perform his/her essential job function as a teacher before being permitted to return to work.

E. The Board will reimburse teachers for:

1. Any clothing or other personal property damaged or destroyed as the result of an accident or assault on the teacher suffered in the course of employment; and

2. The cost of medical, surgical or hospital services (less the amount of any Worker's Compensation or insurance reimbursement) incurred as the result of any injury sustained in the course of employment.

F. If the injury is a result of the teacher's action in violation of written Board policy, the compensation in parts D and E above shall not be paid.

G. The installation of cameras in school buildings and buses, is for the primary purpose of security and safety.

All bargaining unit employees in the building will be notified of the camera placement locations and the times for which they will be activated. The cameras will not be hidden.

All monitoring of bargaining unit employee shall be conducted openly and with full knowledge of the employee. The use of eavesdropping, closed circuit television, video, cameras, public address, audio systems and similar surveillance devices is strictly prohibited unless agreed to by both parties. However if a bargaining unit employee is suspected of not adequately performing work, a plan of improvement determined by the

District, the Association, and employee may include the use of the tapes for determining an appropriate course action.

If any activity of a bargaining unit employee is observed on the tapes that will be brought to the attention of the employee for correction, the Association will be immediately notified and will be given the opportunity to review the tape(s) when the District deems necessary.

H. A teacher has the right to review the contents of the teacher's personnel file maintained by the District. An Association representative may accompany the teacher in that review.

I. No material originating after original employment will be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation about any material and the same shall be attached to the file copy of the material in question. If the teacher is asked to sign material placed in the teacher's personnel file, that signature is understood to indicate the teacher's awareness of the material, but not agreement with the content of the material.

J. Any significant complaint made against a teacher or person for whom the teacher is administratively responsible, by a parent, student, or other person will be transmitted as appropriate to the teacher.

Article 20
Grievance Procedure

1. Any teacher, group of teachers, or the Association, believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, may be processed as a grievance. All days referred to in this Article are work-days while school is in session; when school is not in session, days are regular weekdays exclusive of holidays, Saturdays and Sundays.

2. HEARING LEVELS

INFORMAL LEVEL: When a cause for complaint occurs, the affected teacher(s) shall request a meeting with his/her immediate supervisor in an effort to resolve the complaint within thirty (30) days of knowledge of the cause. The Association may be notified and a representative present with the teacher at such a meeting. If the teacher is not satisfied with the result(s) of the meeting, he/she may formalize the complaint in writing as provided below.

FORMAL LEVEL 1: If the complaint is not resolved in a conference between the affected teacher(s) and the immediate supervisor, the complaint may be formalized as a grievance within thirty (30) days after the informal conference. A formalized grievance shall be submitted, in writing, within five (5) days of the meeting between the supervisor and the affected teacher(s). A copy of the grievance shall be sent to the Association and the immediate supervisor. The immediate supervisor shall, within five (5) days of receipt of the grievance,

render a written decision. A copy of this decision shall be forwarded to the grievant(s) and the Association.

FORMAL LEVEL 2: If the Association is not satisfied with the grievance disposition at Level 1 or if no disposition has been made within five (5) days of receipt of the grievance, the grievance shall be transmitted to the Superintendent or designee. Within seven (7) days after the grievance has been submitted to the Superintendent, the Superintendent or designee shall meet with the Association on the grievance. The Superintendent or designee, within five (5) days after the meeting shall render his/her written decision with copies to the Association and the grievant.

FORMAL LEVEL 3: If the grievant is not satisfied with the response at Level Two, the grievant or Association representative shall within five (5) days of receipt of Level Two response, file a copy of the written grievance, which contains the Level Two decisions, with the Secretary of the Board of Education.

Upon proper application as specified in Level Two, the Board shall schedule an opportunity for the grievant to present the complaint to the Board at the next regularly scheduled Board meeting.

Within ten (10) days from the grievance hearing, the Board shall render its written decision with copies to the Association and the grievant. The Board may hold further hearings or further investigate the grievance.

FORMAL LEVEL 4: If the Association is not satisfied with the disposition of the grievance at Level 3 by the Board or if no disposition has been made within the period above provided, the Association may submit the grievance to arbitration before an impartial arbitrator, within 30 days.

1. The American Arbitration Association in accord with its rules that shall likewise govern the arbitration proceeding shall select the arbitrator.

2. Neither the Board nor the Association shall be permitted to assert in the arbitration proceeding any ground or rely on any evidence not previously disclosed to the other party.

3. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.

4. Both parties agree to be bound by the arbitrator's decision, and judgment thereon may be entered in any court of competent jurisdiction.

5. The Board and Association shall share the fees and expenses of the arbitrator equally.

6. The arbitrator shall have no authority to issue a decision on the merits of a prohibited or illegal bargaining subject.

7. If the arbitrability of any grievance is disputed, the arbitrator shall have no jurisdiction to render a decision on the merits until he/she has first made a ruling on the arbitrability issue. By stipulation of the parties only, the arbitrator may concurrently hear both the jurisdiction issues and the merits of that dispute in the same proceeding. If the arbitrator determines that he/she is without jurisdiction to rule, the matter shall be dismissed without decision on merits.

8. The arbitrator's decision shall conform to the Michigan Uniform Arbitration Act, MCL 691.1681, et seq.

Article 21
Negotiation Procedure

I. CONTRACT MAINTENANCE NEGOTIATIONS.

Contract maintenance negotiations are merely an opportunity to maintain continual contact, communicate concerns, solve problems, and make changes to the contract when both parties mutually agree to such changes.

1. The contract maintenance teams will meet monthly if necessary by mutual agreement. At the beginning of each school year, monthly dates and times will be established by mutual agreement by September 15th. An agenda will be set at least one (1) week before each meeting with no more than two (2) topics from each side that will be discussed at the meeting.

2. If contract language is agreed to by both teams and ratified by the Board and Association, the new language will become effective immediately, unless otherwise agreed by the parties.

3. In years when a contract expires, the contract maintenance negotiation process will end In January of that school year and the regular negotiation process will begin by February 15th to reach a successor agreement.

II. NEGOTIATIONS.

A. Neither party shall dictate the selection of the bargaining representatives of the other party. Each party may select its representatives from within or outside the District. No final Agreement between the parties may be executed without ratification of the membership of the Association, and the Board. The parties mutually pledge that representatives selected by each, shall have all necessary power and authority to make proposals, and concessions in the course of bargaining, subject only to ratification.

Article 22
Curriculum Development Activities

Absent a signed waiver, teachers who, with administration approval, work on curriculum development activities during non-scheduled work days shall be compensated at the same rate established in Article17, paragraph B, which pertains to the rate paid to teachers who substitute for other teachers. Teachers who are owed compensation under this Article may waive this compensation by signing the following waiver:

"I agree to waive my right to compensation under Article 22 of the Master Agreement between the Meridian Public Schools and the Meridian Education Association. I understand my involvement in such activities outside of the contractually defined work hours remains non-compulsory."

*** See Appendix I for the Curriculum Development Activities Waiver form

Article 23
Personal Days and Association Leaves

A. With prior approval of the building administrator, a teacher shall be allowed one (1) day each year for approved visitation at other schools or to attend approved educational conferences or conventions. Notice of the use of these days will be provided to the building principal at least five (5) work days before their use. Travel, meals, lodging, and registration shall be deemed appropriate expenses reimbursable by the Board consistent with Board policy, upon presentation of proper receipts. Expenses exceeding $150 must be approved in advance by the building principal. The cost of substitute teachers needed to relieve participants shall be paid by the Board. Additional days may be granted at the building principal's discretion.

B. At the beginning of every school year, each bargaining unit employee shall be credited with six (6) one-half days to be used for the teacher's personal business. These days are granted based upon the teacher working the entire school year. Teachers that are hired during the school year or that leave the district prior to the last school day will have their personal business days prorated. A teacher planning to use a personal leave day or days shall make their request to the building principal at least four (4) school days in advance, except in an emergency. Personal leave may not be used immediately before or after a scheduled vacation or holiday except in an emergency. Two (2) unused days may be carried over to the next year. A maximum of five (5) days could be available in any year. Unused personal days not carried over shall be added to the individual teacher's personal illness bank of days.

   1. Personal leave days that are adjacent to a holiday or scheduled vacation day per the school calendar must be submitted to the Superintendent for approval and follow the process stated below. Up to two (2) teachers per building may request the use of a personal day adjacent to a scheduled vacation. These requests must be made in writing to the building principal before September 15th. If more than two (2) requests are made for a particular date, a random drawing of names will be held. If less than two (2) teachers per building have not

requested the use of a personal day before or after a scheduled vacation, teachers may request the use of a personal day before or after a vacation day to the Superintendent and they will be filled on a first-come, first-served basis provided the request is submitted two (2) weeks before to the requested date. No more than six (6) teachers in total from all buildings will be approved for time off adjacent to a holiday or vacation day.

C. A teacher called for jury duty shall be compensated for the difference between the teaching pay and the pay received for the performance of such obligation.

D. Unpaid leave may be granted at the discretion of the Superintendent and will generally be limited to emergency situations. These may include, but are not limited to, the death of an immediate family member, funerals, serious illness within the immediate family, personal illness, or other emergencies as determined by the Superintendent or designee. In non-emergency cases, the availability of substitute staff will be a significant factor in determining whether unpaid leave can be approved. The time shall be limited to no more than two (2) days per school year.

E. The Association shall be allowed the use of ten (10) paid days for representatives to conduct Association business. The same individual can use up to five (5) of the days. The use of these days shall be requested at least five (5) working days in advance, if possible. The Association will pay the cost of the substitute, as well as reimburse the District on a current basis those sums paid to the Office of Retirement Services for the Association release time.

Article 24
Miscellaneous Provisions

A. This Agreement shall supersede any rules, regulations or practices of the Board which are contrary to or inconsistent with its terms. Likewise, this Agreement shall supersede any contrary or inconsistent terms contained in any individual contracts previously in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

B. If any provision of this Agreement or any application of the agreement to any employee or group of employees is found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Lack of communication between administration and teacher represents one of the primary sources of friction. Lack of sufficient notice on such daily items as scheduled changes, meetings, or any other factors associated with the continuity of the teaching program should be minimized. The worth of the individual teacher and respect for his/her judgment and professional competence should ensure against random manipulation without concern for opinions, feelings, or agreement.

D. Paid sponsors shall attend activities of the class, athletic sport, or organization to which they are assigned. When bus transportation is involved, paid sponsor-coaches shall ride the bus with their groups to and from the event.

E. All policies adopted by the Board pertaining to students and teachers will be available on the district website to teachers as they are passed by the Board.

F. An emergency manager appointed under the Local Financial Stability Choice Act, MCL 141.541 et seq., may reject, modify, or terminate this Agreement as provided in that Act.

Article 25
Evaluation

All teachers shall be evaluated in accordance with the District's performance evaluation system, consistent with Section 1249 of the Revised School Code, the Teachers' Tenure Act, and Board Policy 4403R. Any changes to the evaluation tool must be mutually agreed upon by the District and the Association.

1. Student growth shall constitute 20% of the teacher's overall evaluation, measured in the same manner as used during the 2023-2024 school year.

2. Each teacher will receive a year-end performance effectiveness rating of Effective, Developing, or Needing Support.

3. Probational teachers shall not have the right to grieve any component of the evaluation process, including but not limited to classroom observations, Individual Development Plans (IDPs), mid-year performance reviews, or final effectiveness ratings.

4. Alleged violations of this agreement are not subject to arbitration. However, consistent with Section 1249 of the Revised School Code, a tenured teacher who receives two (2) consecutive Needing Support ratings may file a grievance, and an arbitrator shall have jurisdiction to hear such a claim.

5. The District will ensure that all evaluators and teachers receive training related to the evaluation system as required by applicable law.

Article 26
Duration of Agreement

This Agreement shall be effective when endorsed by both parties and shall continue in effect until its expiration on June 30, 2027. This Agreement shall not be extended orally.

Sandra M Dvorak
Sandra M Dvorak (Jun 29, 2025 17:01 EDT)

MERIDIAN EDUCATION ASSOCIATION PRESIDENT

06/29/2025
DATE

Stephen P Grubaugh
Stephen P Grubaugh (Jun 24, 2025 20:53 EDT)

MERIDIAN BOARD OF EDUCATION PRESIDENT

06/24/2025
DATE

MEA CONTRACT AGREEMENT

Final Audit Report 2025-06-29

Created:	2025-06-24
By:	Brooke Colley (brooke.colley@merps.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAK1-njL-3h18qBM582k5eBif6mVbr047Y

"MEA CONTRACT AGREEMENT" History

Document created by Brooke Colley (brooke.colley@merps.org)
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Signer stephen.grubaugh@merps.org entered name at signing as Stephen P Grubaugh
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2025-06-29 - 9:01:55 PM GMT

Document e-signed by Sandra M Dvorak (sandra.dvorak@merps.org)
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Agreement completed.
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Appendix A - Calendar

MERIDIAN PUBLIC SCHOOLS
2025-2026
SCHOOL CALENDAR

July 2025

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

August 2025

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

September 2025

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

October 2025

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

November 2025

S	M	T	W	TH	F	S
						1
2	3	PD	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	V	H	V	29
30						

December 2025

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	V	V	H	H	V	27
28	V	V	H			

January 2026

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

February 2026

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

March 2026

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

April 2026

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

May 2026

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

June 2026

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

		TOTAL
Pupil Instructional Days (Semester 1)	80.00	
Teacher PD & Student 1/2 Day Instruction	2.00	
"PD" Professional Development - No Students	3.00	
"ORD" Optional Records Day & Student 1/2 Day Instruction	0.50	
"SFD" Students First Day on 08/19/2025		
TOTAL MEA DAYS:	85.50	
Holiday "H" - No School	3.00	
Break "V" - No School	3.00	
First Semester End 12/19/2025		

			TOTAL
Pupil Instructional Days (Semester 2)	92.00		172.00
Teacher PD & Student 1/2 Day Instruction	2.00		4.00
"PD" Professional Development - No Students	1.00		4.00
"ORD" Optional Records Day & Student 1/2 Day	0.00		0.50
"SLD" Students Last Day on 05/28/2026 - Half Day	0.50		0.50
TOTAL MEA DAYS:	95.50		181.00
Holiday "H" - No School	6.00		9.00
Break "V" - No School	12.00		15.00

MERIDIAN PUBLIC SCHOOLS
2026-2027
SCHOOL CALENDAR

July 2026

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

August 2026

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

September 2026

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

October 2026

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

November 2026

S	M	T	W	TH	F	S
1	2	PD	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	V	H	V	28
29	30					

December 2026

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	V	V	V	H	H	26
27	V	V	V	H		

Pupil Instructional Days (Semester 1)	80.00
Teacher PD & Student 1/2 Day Instruction	2.00
"PD" Professional Development - No Students	3.00
"ORD" Optional Records Day & Student 1/2 Day Instruction	0.50
"SFD" Students First Day on 08/18/2026	
TOTAL MEA DAYS:	85.50
Holiday "H" - No School	2.00
Break "V" - No School	3.00
First Semester End 12/18/2026	

January 2027

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

February 2027

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

March 2027

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

April 2027

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

May 2027

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

June 2027

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

		TOTAL
Pupil Instructional Days (Semester 2)	92.00	172.00
Teacher PD & Student 1/2 Day Instruction	2.00	4.00
"PD" Professional Development - No Students	1.00	4.00
"ORD" Optional Records Day & Student 1/2 Day	0.00	0.50
"SLD" Students Last Day - 05/27/2027 1/2 day	0.50	0.50
TOTAL MEA DAYS:	95.50	181.00
Holiday "H" - No School	6.00	8.00
Break "V" - No School	13.00	16.00

Appendix B – Salary Schedules

MERIDIAN PUBLIC SCHOOLS MEA SALARY SCHEDULE 2025-2026				
STEP	**BA/BA18**	**BA30**	**MA**	**MA15**
1	44,520	44,743	45,056	45,477
2	46,120	46,670	47,065	47,568
3	47,720	48,597	49,081	49,659
4	49,319	50,523	51,097	51,750
5	50,919	52,450	53,113	53,841
6	52,518	54,377	55,130	55,932
7	54,118	56,304	57,145	58,022
8	55,717	58,231	59,162	60,113
9	57,317	60,157	61,179	62,204
10	58,916	62,084	63,194	64,295
11	60,516	64,011	65,211	66,386
12	62,115	65,938	67,227	68,477
13	63,715	67,864	69,243	70,568
14	65,314	69,791	71,259	72,659
15	66,914	71,718	73,276	74,750
16	68,115	73,038	74,571	76,122
17	69,316	74,359	75,866	77,495
18	70,518	75,679	77,162	78,868
19	71,719	76,999	78,457	80,240
20	72,920	78,320	79,752	81,613
21	74,111	79,640	81,047	82,986
22	75,323	80,961	82,343	84,358
23	76,524	82,281	83,638	85,731
24	76,903	82,667	84,422	86,318
25	77,283	83,053	85,206	86,904
26	77,662	83,438	85,990	87,491
27	78,042	83,824	86,774	88,077

MERIDIAN PUBLIC SCHOOLS
MEA SALARY SCHEDULE
2026-2027

STEP	BA/BA18	BA30	MA	MA15
1	45,188	45,414	45,732	46,159
2	46,812	47,370	47,771	48,281
3	48,435	49,326	49,817	50,404
4	50,059	51,281	51,864	52,526
5	51,682	53,237	53,910	54,648
6	53,306	55,193	55,957	56,771
7	54,929	57,148	58,003	58,893
8	56,553	59,104	60,049	61,015
9	58,177	61,060	62,096	63,137
10	59,800	63,015	64,142	65,260
11	61,424	64,971	66,189	67,382
12	63,047	66,927	68,235	69,504
13	64,671	68,882	70,282	71,626
14	66,294	70,838	72,328	73,749
15	67,918	72,794	74,375	75,871
16	69,137	74,134	75,689	77,264
17	70,356	75,474	77,004	78,657
18	71,575	76,814	78,319	80,051
19	72,795	78,154	79,634	81,444
20	74,014	79,495	80,948	82,837
21	75,223	80,835	82,263	84,231
22	76,452	82,175	83,578	85,624
23	77,672	83,515	84,893	87,017
24	78,057	83,907	85,689	87,612
25	78,442	84,298	86,484	88,208
26	78,827	84,690	87,280	88,803
27	79,212	85,082	88,076	89,398

Appendix C – Extra-Curricular

Extra-Curricular Pay Scale as set forth below. Individual salary on the schedule will be according to the number of years' experience in the activity up to a maximum of Step 10. For the 2025 through 2027 School Year all positions will be paid at the applicable step.

FOOTBALL	
Head Coach	10.5%
Assistant	7.0%
BASKETBALL	
Head Coach	10.5%
Assistant (2)	7.0%
8th Grade	5.0%
7th Grade	5.0%
BASEBALL	
Head Coach	10.5%
Junior Varsity	7.0%
SOFTBALL	
Head Coach	10.5%
Junior Varsity	7.0%
VOLLEYBALL	
Head Coach	10.5%
Assistant (2)	7.0%
8th Grade	5.0%
7th Grade	5.0%
BAND	
Marching Band	8.0%
H.S. Concert Band (2)	8.0%
H.S. & J.H. Jazz Band	4.0%
Pep Band (2)	2.0%
J.H. Concert Band (2)	2.0%
Marching Band Assistant*	4.5%
GOLF	
Head Coach	5.0%

CROSS COUNTRY	
Head Coach	10.5%
Junior High	5.0%
COMPETITIVE CHEER	
Varsity	10.5%
Junior Varsity	7.0%
Junior High	5.0%
WRESTLING	
Head Coach	10.5%
Junior High	5.0%
TRACK	
Head Coach High School	10.5%
(1 Boy Team & 1 Girl Team)	
Head Coach Junior High	5.0%
(1 Boy Team & 1 Girl Team)	
SIDELINE CHEER	
Varsity	3.0%
Junior Varsity	2.0%
BOWLING	
Head Coach	10.5%
ROBOTICS	
High School (2)	6.0%
Junior High (1)	5.0%
JOURNALISM	
(If extra-curricular)	
H.S. Yearbook	4.5%
J.H. Yearbook	3.0%
H.S. or J.H. Newspaper	3.0%

CLASS SPONSORS

11th & 12th Grade	3.0%
9th & 10th Grade	1.5%

STUDENT COUNCIL

High School	4.5%
Junior High School	4.0%
Elementary	1.5%

DRAMA OR MUSICAL

Two-Three Act Play	5.0%
3 Act Play Assistant	3.0%
One Act Play	2.5%
Elementary Drama	5.0%

OTHER CLUBS

Computer Club	3.0%
National Honor Society	3.0%
Language Club	3.0%
Quiz Bowl	3.0%
Art Club	3.0%
S.A.D.D	3.0%
Drama Club	3.0%
Community Service Club	3.0%
Gaming Club	3.0%
H.S. Trap Club	3.0%
J.H. SMAD/SAVE	3.0%
Relay for Life	3.0%
PLC Facilitator**	6.0%

Appendix C – Salary Schedule

APPENDIX C SALARY SCHEDULE 2025-2026													
Step	**10.50%**	**9.00%**	**8.00%**	**7.00%**	**6.00%**	**5.00%**	**4.50%**	**4.25%**	**4.00%**	**3.00%**	**2.50%**	**2.00%**	**1.50%**
1	$ 4,098.21	$3,512.75	$ 3,122.45	$ 2,732.14	$ 2,341.83	$1,951.53	$ 1,756.38	$ 1,658.80	$ 1,561.22	$1,170.92	$ 975.76	$ 780.61	$ 585.46
2	$ 4,233.98	$3,629.13	$ 3,225.89	$ 2,822.65	$ 2,419.42	$2,016.18	$ 1,814.56	$ 1,713.75	$ 1,612.94	$1,209.71	$ 1,008.09	$ 806.47	$ 604.85
3	$ 4,338.42	$3,718.64	$ 3,305.46	$ 2,892.28	$ 2,479.10	$2,065.91	$ 1,859.32	$ 1,756.03	$ 1,652.73	$1,239.55	$ 1,032.96	$ 826.37	$ 619.77
4	$ 4,578.62	$3,924.54	$ 3,488.48	$ 3,052.42	$ 2,616.36	$2,180.30	$ 1,962.27	$ 1,853.25	$ 1,744.24	$1,308.18	$ 1,090.15	$ 872.12	$ 654.09
5	$ 4,818.83	$4,130.43	$ 3,671.49	$ 3,212.55	$ 2,753.62	$2,294.68	$ 2,065.21	$ 1,950.48	$ 1,835.75	$1,376.81	$ 1,147.34	$ 917.87	$ 688.40
6	$ 5,058.92	$4,336.22	$ 3,854.42	$ 3,372.62	$ 2,890.81	$2,409.01	$ 2,168.11	$ 2,047.66	$ 1,927.21	$1,445.41	$ 1,204.51	$ 963.60	$ 722.70
7	$ 5,299.13	$4,542.11	$ 4,037.43	$ 3,532.75	$ 3,028.08	$2,523.40	$ 2,271.06	$ 2,144.89	$ 2,018.72	$1,514.04	$ 1,261.70	$ 1,009.36	$ 757.02
8	$ 5,539.34	$4,748.00	$ 4,220.45	$ 3,692.89	$ 3,165.34	$2,637.78	$ 2,374.00	$ 2,242.11	$ 2,110.22	$1,582.67	$ 1,318.89	$ 1,055.11	$ 791.33
9	$ 5,779.66	$4,953.99	$ 4,403.55	$ 3,853.11	$ 3,302.66	$2,752.22	$ 2,477.00	$ 2,339.39	$ 2,201.78	$1,651.33	$ 1,376.11	$ 1,100.89	$ 825.67
10	$ 6,019.75	$5,159.79	$ 4,586.48	$ 4,013.17	$ 3,439.86	$2,866.55	$ 2,579.89	$ 2,436.57	$ 2,293.24	$1,719.93	$ 1,433.27	$ 1,146.62	$ 859.96

APPENDIX C SALARY SCHEDULE 2026-2027													
Step	**10.50%**	**9.00%**	**8.00%**	**7.00%**	**6.00%**	**5.00%**	**4.50%**	**4.25%**	**4.00%**	**3.00%**	**2.50%**	**2.00%**	**1.50%**
1	$ 4,159.68	$3,565.44	$ 3,169.28	$ 2,773.12	$ 2,376.96	$1,980.80	$ 1,782.72	$ 1,683.68	$ 1,584.64	$1,188.48	$ 990.40	$ 792.32	$ 594.24
2	$ 4,297.49	$3,683.56	$ 3,274.28	$ 2,864.99	$ 2,455.71	$2,046.42	$ 1,841.78	$ 1,739.46	$ 1,637.14	$1,227.85	$ 1,023.21	$ 818.57	$ 613.93
3	$ 4,403.49	$3,774.42	$ 3,355.04	$ 2,935.66	$ 2,516.28	$2,096.90	$ 1,887.21	$ 1,782.37	$ 1,677.52	$1,258.14	$ 1,048.45	$ 838.76	$ 629.07
4	$ 4,647.30	$3,983.40	$ 3,540.80	$ 3,098.20	$ 2,655.60	$2,213.00	$ 1,991.70	$ 1,881.05	$ 1,770.40	$1,327.80	$ 1,106.50	$ 885.20	$ 663.90
5	$ 4,891.11	$4,192.38	$ 3,726.56	$ 3,260.74	$ 2,794.92	$2,329.10	$ 2,096.19	$ 1,979.74	$ 1,863.28	$1,397.46	$ 1,164.55	$ 931.64	$ 698.73
6	$ 5,134.81	$4,401.26	$ 3,912.23	$ 3,423.21	$ 2,934.18	$2,445.15	$ 2,200.63	$ 2,078.37	$ 1,956.12	$1,467.09	$ 1,222.57	$ 978.06	$ 733.54
7	$ 5,378.62	$4,610.24	$ 4,098.00	$ 3,585.75	$ 3,073.50	$2,561.25	$ 2,305.12	$ 2,177.06	$ 2,049.00	$1,536.75	$ 1,280.62	$ 1,024.50	$ 768.37
8	$ 5,622.43	$4,819.22	$ 4,283.76	$ 3,748.29	$ 3,212.82	$2,677.35	$ 2,409.61	$ 2,275.74	$ 2,141.88	$1,606.41	$ 1,338.67	$ 1,070.94	$ 803.20
9	$ 5,866.36	$5,028.30	$ 4,469.60	$ 3,910.90	$ 3,352.20	$2,793.50	$ 2,514.15	$ 2,374.48	$ 2,234.80	$1,676.10	$ 1,396.75	$ 1,117.40	$ 838.05
10	$ 6,110.05	$5,237.18	$ 4,655.28	$ 4,073.37	$ 3,491.46	$2,909.55	$ 2,618.59	$ 2,473.12	$ 2,327.64	$1,745.73	$ 1,454.77	$ 1,163.82	$ 872.86

Appendix D - Mentors

Purpose for Mentoring:

To provide a nurturing, on-going support system for novice classroom teachers through a personal and professional relationship with an experienced fellow teacher.

To provide increased levels of understanding and skills in teaching for novice classroom teachers in the District.

To create a challenging yet nurturing teaching environment in our school that will encourage novice teachers to commit to the teaching profession and to the goals of this school community.

A mentor teacher shall be defined as a master teacher as identified in section 1526 of the School Code and shall perform all duties of a master teacher as specified in the Code.

1. A mentor teacher shall be assigned in accordance with the following:

   a. Every effort shall be made by the administration to have a mentor teacher be a tenured member of the bargaining unit. Seniority shall not be a factor in the selecting of mentors.

   b. Participation as a mentor teacher shall be voluntary with final assignments being made by the building principal. If no tenured bargaining unit employee is available who meets administrative approval, the Board may assign a retired teacher(s) or a University professor.

   c. The administration will notify the Association when a mentor teacher is matched with a probationary teacher (mentee).

   d. Administration will strive to match mentor teachers with mentees within the same building and same area of certification. It is realized that this may not always be possible in some specialized areas and in some buildings.

   e. The mentor teacher assignment shall be for one year subject to review by the mentor, mentee, and the building principal after three (3) months. Should one (1) of the three (3) feel a need for change, the administration shall make every effort to assign a new mentor. The appointment may be renewed in the succeeding year.

2. The mentor teacher shall be available to provide professional support, instruction, and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.

   The purpose of the mentor/mentee match is to acclimate the mentee and to provide necessary assistance toward the end of quality instruction.

3. A stipend will be paid to the mentor for each mentee based on Step 1 of the B.A.+18 of Appendix B of the Teacher's Salary Schedule as follows:

Year 1 of mentee	1.5%
Year 2 of mentee	1.0%
Year 3 of mentee	0.5%

Administration may, as they deem appropriate, allow for released time for the mentor and/or mentee as requested.

4. Mentees shall be provided with a minimum of fifteen (15) days of professional development induction during their first three (3) years of classroom teaching.

If mentors or mentees are required to attend activities outside the regularly scheduled teacher work year, they shall be paid the same daily stipend that other teachers are paid for similar summer activities.

5. During the mentee's first semester in Meridian Schools, mentors and mentees shall meet weekly at a regularly scheduled time to discuss any issues or problems being met by the mentee. In addition, this time will be used to identify areas for growth and skill development in which the mentor may assist and guide.

Second semester the meetings may be bi-weekly. During the second year these meetings will occur monthly. In the third year these meetings would only take place as needed. As often as is feasible, the mentors and mentees should observe the teaching/learning process in each other's classrooms.

Appendix E

MESSA BENEFITS GUIDE 2025

MESSA ABC 2 – 3 TIER

MESSA ABC 2 – 5 TIER

MESSA ABC 2 – 5 TIER 10% CO-INSURANCE

DENTAL, VISION, LIFE & LTD

Appendix F
GRIEVANCE REPORT FORM

A. Name of grievant: _____

B. School or location of assignment: _____

C. Date cause of grievance occurred: _____

D. Article and section of Master Agreement violated: _____

E. Statement of grievance: _____
_____
_____
_____
_____

F. Relief sought: _____
_____
_____
_____

Signature of grievant: _____ Date: _____

Date grievance received by immediate supervisor: _____

1. Parts A., B., C., and D., must be completed by grievant.

2. If additional space is needed attach an additional page.

3. Response of administrator will be based upon hearing and submitted in writing with copies to all parties concerned.

4. Original retained by grievant; copies to immediate supervisor, MEA, and superintendent.

Grievance Number: _____ Year: _____

Appendix G
MERIDIAN PUBLIC SCHOOLS
Employee Absence Form

_____ _____
Employee's Name (Please Print) Today's Date

Check your work responsibility area:

☐ Teacher ☐ Administrator ☐ Secretarial/Office ☐ Paraprofessional
☐ Transportation ☐ Food Service ☐ Custodial/Maintenance ☐ Other _____

Please check requested reason for time off:

_____ Sick Leave — Sick leave implies an illness of a nature that confines an employee to their home or delivery of medical treatment.
_____ Personal Leave — Subject to prior approval of immediate supervisor.
_____ Family Death — Please refer to Master Agreement - List Relationship: _____
_____ Educational Conf. — Requires prior administrative approval.
_____ Unpaid Day — Requires prior administrative approval.
_____ Family Illness — Member of employee's household is ill. Administration may require doctor's statement.
_____ Vacation — Requires prior administrative approval.
_____ Other (Explain in detail): _____

I request leave on: _____ (Month) / _____ (Day(s)) / _____ (Year) _____ (Work Days or Work Hours)

_____ (Month) / _____ (Day(s)) / _____ (Year) _____ (Work Days or Work Hours)

_____ (Month) / _____ (Day(s)) / _____ (Year) _____ (Work Days or Work Hours)

☐ Teachers: I have placed my request in the AESOP System.

Turn in your completed request form to your immediate supervisor for approval.

_____ _____
Employee's Signature Immediate Supervisor's Signature

To Be Completed by Authorized Personnel:

☐ Approved ☐ Disapproved _____ (Authorized Signature) _____ (Date)

Original: Administration
Copy: Will be sent after authorization

Appendix H

Contract Committees List and Important Dates/Deadlines
(non-ratified for informational purposes only)

The following summarizes the committees and some of the important dates or deadlines set forth by this Agreement. This is intended to be a helpful summary. In any case of discrepancy the ratified contract language supersedes this summary.

COMMITTEES

Article 6.A: Class Size Evaluation Committee comprised of three (3) teachers at any grade level, two Board members, and the superintendent.

Article 8.F.3: Short Term Disability Sick Bank Committee comprised of the four (4) elected officers of the Association and the superintendent or designee.

Article 15.B.4: Step Advancement Credit Advisory Committee comprised of one (1) Association member and one (1) administrator.

DATES/DEADLINES

- Article 2.D: Association request for building use one (1) week in advance.
- Article 5.A.5: In-service dates determined prior to beginning of school year.
- Article 5.A.6: One (1) week notice for building teacher meetings.
- Article 6.A.5.d: Overload determined on Official Count Days.
- Article 6.H: Weekly lesson plans due at start of week.
- Article 7.B: Furnishing of credentials by newly-hired teachers.
- Article 8.E: Various deadlines relative to Short Term Disability Sick Bank.
- Article 9.A: Seniority List given to Association thirty (30) days prior to each semester.
- Article 9.A: Ten (10) days for correction to Seniority List.
- Article 11: Various dates for requesting and returning from voluntary leaves of absence.
- Article 14: Calendar negotiated by March 15th of preceding year.
- Article 15.B.5: Step advancement credit before October 1st and February 1st of semester.
- Article 16: Various dates and deadlines for insurance coverage.
- Article 20: Grievance deadlines.
- Article 21: Negotiations deadlines.
- Article 23: Deadlines for Personal and Association leave requests.

Appendix I

MERIDIAN PUBLIC SCHOOLS
3361 N. M-30, Sanford, MI 48657-9161

REFERENCE: ARTICLE 22 CURRICULUM DEVELOPMENT ACTIVITIES
COMPENSATION WAIVER FORM

Per Article 22 of the Master Agreement, sign and date the document below, waiving your right to compensation for:

Event/Work:

_____

Location:

_____

Date(s):

_____

Compensation for work outside the date(s) noted above will not be affected by this Agreement unless waived elsewhere.

Please return this waiver, with your signature and date, to your principal immediately.

I agree to waive my right to compensation under Article 22 of the Master Agreement between the Meridian Public Schools and the Meridian Education Association. I understand my involvement in such activities outside of the contractually defined work hours remains non-compulsory.

_____
Printed Name

_____ _____
Signature Date