

Summerfield Education Association

*and*

Summerfield Board of Education

# Master Agreement

July 1, 2025 - June 30, 2026

July 1, 2026 - June 30, 2027

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# Summerfield Schools Education Association
# and
# Summerfield Board of Education Agreement

This agreement entered into this ___th day of June, 2025, by and between the Board of Education of Summerfield Schools, Monroe County, Michigan, hereinafter called the “Board”, and the Monroe County Education Association (Summerfield), hereinafter called the “Association”.

## Article 1
## Recognition

A. The Board hereby recognizes the MCEA (Summerfield) as the sole and exclusive bargaining representative for all certificated, non-supervisory personnel under contract employed by the Board. Included in the bargaining unit are counselors, media center supervisors, band directors, and athletic director, if a teacher holds that position.

   Excluded are the superintendent, assistant superintendent, principals, assistant principals, full or part-time supervisors, directors, Title I Director, Article III Director, curriculum coordinator, adult education personnel, community education personnel, recreation personnel, school nurse (unless teacher certified), ISD personnel servicing the district, substitutes and per diem personnel, teachers in programs which are not part of the regular school year (such as summer school), coaches who are not otherwise members of the bargaining unit as teachers, and all other employees of the Board or any other employer. The term "teacher," when used in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as defined above.

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

C. Nothing contained herein shall be construed to deny or restrict any teacher rights and responsibilities he/she may have under the Michigan School Code of 1976. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

## ARTICLE II
## Board Rights and Responsibilities

The Association recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school district to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement.

## ARTICLE III
## Teacher Rights and Responsibilities

A. Pursuant to Act 379 of the Public Acts of 1965; the Board hereby agrees that every teacher of the Summerfield School District shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation for mutual aid and protection. As a duly elected body exercising governmental power under cover of the law of the State of Michigan, the Board undertakes and agrees that it will not directly *or* indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitution of Michigan or the Constitution of the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, *or* his/her institution of any grievance, complaint *or* proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. No teacher shall be prevented from wearing insignia pins, or other identification of membership in the Association either on or off school premises. Bulletin boards in the teachers' workrooms and other established media of communication shall be made available to the Association and its members.

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

D. To the extent required by law, the Board shall apprise the Association on any new or modified fiscal, budgetary or tax programs, construction programs, or major revisions of educational policy, which are proposed or under consideration and the Association shall be given opportunity to consult with the Board with respect to said matter prior to their adoption and/or general publication.

E. The Association or individual teachers agree it is neither their function nor their right to assume administrative responsibilities. No teaching staff supervisory responsibilities shall be delegated to any teacher. The teacher agrees to uphold the policies, rules and regulations of the Board.

F. It is the responsibility of each teacher to continually improve his/her teaching ability. In addition, it is the responsibility of the Association and each individual teacher, as well as the Board of Education, to provide the highest quality educational program possible for every

student in the school district.

G. The management of students before, during and immediately after the normal work day is an integral part of every teacher's duties and they will take effective action to promote conditions in school buildings and on school property which are conducive to good discipline.

H. The teacher's preparation time is to be used for matters of educational concern, i.e. preparation of lessons, meeting with the Superintendent, Principals, students and/or parents, make-up work, testing, completing reports, consulting with colleagues, and correcting of discipline problems.

   Administrative conferences shall use no more than one preparation period per week, with five days prior notice, except in an emergency and by mutual agreement.

I. Teachers may be required to attend the following staff meetings.
   a. There will not be more than 9 staff meetings annually.
   b. The staff meeting schedule for the school year will be shared with staff prior to the start of the school year.
   c. Staff meetings will begin no later than 15 minutes after the school day ends, and last no longer than 60 minutes.
   d. One General Staff Meeting per year called at the discretion of the Superintendent of Schools and with one (1) week prior notice.
   e. Any meeting scheduled by the Administration that is canceled because of school closings will be held on the same day of the following week. With prior knowledge of the school closing, the meeting shall be scheduled on the same day of the previous week.
   f. Staff attendance at regularly scheduled monthly staff meetings is expected and required. Coaching duties (in or out of Summerfield), other employment or graduate coursework are not acceptable reasons for missing staff meetings. Any special exceptions to this requirement are at the discretion of the superintendent or designee.

J. Staff participation in all regularly scheduled parent-teacher conferences is expected and required. Coaching duties (in or out of Summerfield), other employment or graduate coursework are not acceptable reasons for missing parent-teacher conferences. Any special exceptions to this requirement are at the discretion of the superintendent or designee.

# ARTICLE IV
# Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A, which is attached to and incorporated in this Agreement.

B. The salary schedule is based upon a normal weekly teaching load, hereinafter defined, during normal teaching hours and in accordance with Schedule A.

C. When it is necessary to compute a day's rate for the purpose of pay dock and/or sick pay, the contractual salary will be divided by the number of days contracted to work. Further to determine the hourly rate for these same purposes, the daily rate shall be divided by seven (7). A class period at the secondary level shall be construed as being one (1) hour. Each teacher shall receive a listing of his *or* her current number of unused sick days and personal business days at the beginning of each semester.

D. For extra work the teacher shall be entitled to appropriate additional professional compensation. The teacher shall be paid his/her established hourly rate, in addition to his/her base salary, for all time spent after the regular school day, where attendance is not voluntary, but required, excluding those activities already covered in Schedule B. The teacher shall be paid twenty-five dollars ($25.00) per activity, which he/she is asked to supervise outside of school hours, excluding those in Schedule B. Extra Paid activities, as covered in Schedule B, will not be compensated for until the activity is actually underway. The percent paid for extra paid activities will be applied as explained in Schedule B.

E. A teacher with the mutual consent of the Association and administration may engage during the school day in negotiating on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

F. At the beginning of every school year, the Association shall be credited with eight (8) days to be used by teachers who are officers or agents of the Association. Such use to be at the discretion of the Association and with at least one day's advance notice to the administration. However, Association days are not to be used to support a strike or unauthorized work stoppage and shall not be taken during semester exams**,** parent-teacher conferences, or on other special event days.

G. Teachers shall not be required to report more than two days prior to the beginning of classes or to remain more than one day after classes end unless adequate compensation is provided, i.e., Section D of this Article. An exception to this is for new teachers to the district who must report to an additional "new teacher" orientation.

H. Each teacher may use one Professional Day to attend a teaching or coaching conference for which Professional Development or other conference funds are not available. This day will be used with the approval of the building principal and the teacher must provide verification of attendance.

# ARTICLE V
# Teaching Hours

A. The teacher's normal teaching hours in the school shall be as follows:
    a. Teachers check in no later than fifteen (15) minutes prior to the beginning of the students' day.
    b. Teachers will be in their rooms or immediately at their doorways or other assigned places of duty, no later than ten (10) minutes prior to the beginning of the students' day.
    c. Teachers shall leave school no earlier than ten (10) minutes after the close of the students' day, except on Fridays or on days preceding holidays or vacation, the teacher's day shall end at the close of the students' day.
    d. Teachers may leave after they checkout with the building administrator or his/her designee on the final student attendance day of each school year.

B. All teachers shall be entitled to a duty-free uninterrupted lunch period. The lunch period for teachers (K-12) shall be twenty-five (25) minutes in length. Elementary teachers shall be entitled to a twenty-six (26) minute preparation period connected to their twenty-five (25) minute lunch period.

C. Additionally, elementary teachers will use unassigned recess and all time that their classes are receiving instruction from various teaching specialists for preparation periods. The total preparation time per week will be five 24-minute periods or the equivalent.

D. Teachers of music, art and the laboratory sciences, all special education teachers and media center supervisors shall be provided with relief and preparation time to the same extent as are the other teachers in the district.

# ARTICLE VI
# Teaching Loads

A. The normal weekly teaching load in the Junior/Senior High School will be thirty (30) teaching periods, five (5) advisory BAT (Bulldog Achievement Time) periods, and five (5) unassigned preparation periods.

The normal weekly teaching load in the elementary school will be thirty (30) teaching periods.

No departure from these norms, except in case of emergency, shall be authorized without prior consultation with the Association. In event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through professional grievance negotiation procedure hereinafter set forth.

# ARTICLE VII
# Teaching Conditions

The parties recognize that the availability of optimum school facilities for both students and teachers is desirable to ensure the high quality of education that is the goal of both the teachers and Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at ensuring that the energy of the teacher is primarily utilized to this end.

A. Because the student-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible to meet the following optimum standards, but in no event shall it exceed the following maximum standards except in traditional large group instruction or experimental classes where the Association has agreed in writing to exceed these maxima.

| **Elementary** | | |
|---|---|---|
| **Grade** | **Optimum Class Size** | **Maximum Class Size** |
| Kindergarten<br>First Grade<br>Second Grade | 22 | 27 |
| Third Grade<br>Fourth Grade<br>Fifth Grade<br>Sixth Grade | 25 | 29 |
| Special Education | State Requirement | |
| Split Grade Classes | 20 | 25 |

Elementary teachers who are assigned classes which exceed these maximum standards will receive compensation in the amount of $2.00 per hour per student over the above stated maximum limited to $6.00 per hour (three students over state maximum).

It is further agreed that split level classes at the elementary level are undesirable and will be utilized only at times of abnormal circumstances.

| **Subject** | **Optimum Class Size** | **Maximum Class Size** |
|---|---|---|
| **Secondary** | | |
| Music/Band, Physical Education | 30 | 45 |
| English, Social Studies, General Education, Math, Science, Languages | 25 | 30 |

| Career and Technical Education Programs | Number of Teaching Stations Available | |
|---|---|---|
| Art | 25 | 35 |

Middle School and Secondary teachers who are assigned classes, which exceed these maximum standards, receive compensation in the amount of $2.00 per hour per student over the above stated maximum limited to $6.00 per hour (three students over maximum).

When a Bulldog Achievement Time (BAT) teacher teaches reading during the BAT period, the maximum class size is 35 students. In order to meet state mandated instruction time; reading will be scheduled to be taught during study hall classes to the extent needed to comply with this state mandate. (This would also include up to an additional 30 hours per year for time when school instruction is not held during scheduled hours, i.e. fog days, in-service time.)

B. Resource room services shall be provided for those students who are eligible for such instruction. In classrooms where special education students are "mainstreamed" (this does not include students who have been identified for resource room placement) appropriate consideration will be given to lowering class size to accommodate additional time requirements to deal with learning disabled students. Finances, scheduling and other related problems at the building or district level may also be considered.

C. The Board and Association recognizing the proliferation of knowledge in all fields of study necessitates a constant review and revision of all existing materials in conjunction with the fructification of knowledge and changes in techniques. It is recognized that current texts are a helpful tool. It is desirable that no grade or class shall use text non-current to the times.

D. The Board agrees to make available in each school adequate typing and duplication facilities and clerical personnel to aid teachers in the preparation of instructional material.

E. The Board shall provide:
    a. Separate desk for each teacher in the district.
    b. If requested, a space, such as a closet, file cabinet, or desk where possessions can be locked.
    c. Suitable closet space for each teacher to store coats, overshoes, and personal articles.
    d. Copies, exclusively for each teacher's use, of all texts used in each of the courses he/she is to teach.
    e. Adequate storage space in each classroom for instructional materials.
    f. Paper, pencils, pens, dry erase markers, erasers and other such materials required in daily teaching responsibilities.
F. The Board agrees at all times to keep the school reasonably and properly equipped and maintained.
G. The Board shall make available in each school (elementary, middle and high school) adequate lunchroom, restroom lavatory and workroom facilities appropriately furnished exclusively for adult use.
H. The Board agrees to provide high school teachers with a designated parking area during regular school hours. The teacher parking area shall be separated from the student parking area.
I. Outside of employment, teachers shall be entitled to full rights and responsibilities of citizenship and no religious or political activities or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The personal behavior of any teacher is not within the appropriate concern *or* attention of the Board unless the behavior adversely affects the ability to function effectively as a teacher.
J. The provisions of this agreement and the wages, hours, terms, and conditions *of* employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status *or* membership in or association with the activities of any employee organization.
K. When the mentor teacher is a member of the Summerfield Education Association every effort will be made not to assign more than two mentees per mentor teacher. The training for the mentor teachers will be as the state requires and will be paid for by the school district.

# ARTICLE VIII
# Joint Instructional Policies Council

A. There is hereby established an Instructional Policies Council consisting of three (3) representatives appointed by the Association and three (3) representatives appointed by the Board. The Board agrees to make arrangements to have the minutes and agendas of the Joint Instructional Policies Council typed and disseminated to the members of the Council.
B. The Chairman of the Council shall be the Superintendent. If the Superintendent is absent, the S.E.A. President will be the presiding Chairman.
C. The Superintendent and S.E.A. President shall meet prior to September 15 of each school year to appoint their respective representatives. The council will meet three times throughout the year (fall, winter, spring), with the Superintendent or S.E.A. President having the ability to call for additional meetings if the need arises.
D. Following each meeting, the Council shall make a report to the Board of Education.
E. The Council shall have responsibility for:
    a. Advising the Board on all matters of educational policy for the District.
    b. Develop valid criteria for teacher evaluations.
    c. Make program recommendations for adoption and modification.
    d. In cooperation with the administration develop and coordinate innovative educational programs, which are approved by the Board upon recommendation of the Council.
    e. Advise on the purchase of materials, supplies, and equipment.
    f. The Council may appoint such committees and task forces, as it deems desirable.

# Article IX
# Vacancies and Promotions

A. Whenever permanent vacancies in professional positions or new positions are established during the school year, the Board will publish the vacancy along with the qualifications as determined by the Board. The posting will be posted to the district website and emailed to all staff members.

B. Any qualified teacher may apply *for* such vacancy.

C. Any teacher who desires a change in work location, grade level, subject area or position may make a request for such change at any time. Such requests shall be in writing to the superintendent's office and shall set forth the school, grade, subject area or position sought, and the teacher's qualifications.

D. Prior to the effectuation of any involuntary transfer (i.e., a change in grade assignment in the elementary school grades, a change in subject assignment in secondary school grades, or a change in building), after the start of school, the appropriate administrator shall have a conference with the affected employee for the purpose of giving the employee reasons for the involuntary transfer.

## ARTICLE X
## Professional Qualifications and Assignments

A) The Board shall not employ any new teacher for regular teaching assignments who does not have a Bachelor's Degree from an accredited college or university and a provisional, professional or permanent certificate, or an Annual Career Authorization (ACA).

B) The employment of teachers by individual contracts based on special certificates is to be permitted only in cases of absolute necessity and the Association shall be so notified in each instance and the Board shall indicate the extent to which they endeavored to fill the position with a fully certificated person.

C) Teachers, without their written consent, shall not be assigned outside the scope of their teaching certificates and their major or minor field of study except temporarily and for good cause and the Association shall be so notified in each instance, along with written statement of reasons for such assignment.

D) All teachers shall be given notice of their tentative class and/or subject assignments for the forthcoming year no later than the preceding first day of June. Teachers who will be affected by a change in grade assignment in the elementary school grades and by change in subject assignment in secondary school grades will be notified and consulted by their principal as soon as practicable and prior to June 30. The only exception to this will be in the case of unexpected staff resignations after June 30th. Such changes will be voluntary to the extent possible. Every effort will be made to avoid reassigning probationary elementary school teachers to different grade levels unless the teacher requests such changes.

E) Teachers who are eligible to retire under the Michigan Retirement Law will submit to the Board a written notice of intention to retire at least 60 days prior to the date of planned retirement.

F) Continuing contracts, once granted to a teacher by the Board of Education shall be in force until a teacher is laid off, discharged through the regular procedures as outlined by the Michigan Tenure Act, Act number 4, of the Public Acts of the first extra session of 1937 as amended or is otherwise lawfully removed from or vacates his/her teaching position.

## ARTICLE XI
## Reductions in Personnel/Seniority

A. It is hereby specifically recognized that it is within the sole discretion of the Board of Education to reduce the educational program and curriculum.
B. Seniority is defined as length of service in the school district, excluding service as a per diem employee. Any staff member working less than full-time will have their seniority prorated. The staff shall be ranked on the list in order of their first day of work. If more than one individual has the same first day of work, all individuals so affected will participate in a drawing to determine placement henceforth on the seniority list. The Association and participating staff members so affected will be notified in writing of the date, time and place of the drawing. The drawing shall be conducted openly and at a time and place that will reasonably allow the affected teacher to be in attendance. A teacher shall have the right to Association representation.
C. The seniority list will be available by October 31 of each year.
D. Seniority is retained if severance of employment is due to layoff. In cases of layoff, teachers so affected shall retain all seniority accumulated as of the affected date of layoff.
E. Seniority shall continue to accumulate for up to one (1) year when teachers are on leaves of absence.
F. If a laid-off teacher refuses an offer of a position for which the laid-off teacher is certified, or fails to respond to such offer, within seven (7) calendar days of the receipt of the offer in writing, this shall constitute the resignation of the teacher from employment.
G. A laid-off teacher may continue his/her health, dental and life insurance benefits by paying the monthly, normal per subscriber group rates premium for such benefits to the Board provided this arrangement is approved by the insurance company.
H. During a period of impending layoffs, the Board shall grant a voluntary leave of absence to teachers whose position will be filled by teachers who otherwise would have been laid-off. The leave shall not exceed one (1) year. No teacher under this type of leave will not accumulate any seniority for the leave.

# ARTICLE XII
# Sick/Personal Days

A. The Earned Sick Time Act, MCL 408.961, et seq., provides employees with paid sick time as outlined below at the beginning of each ESTA benefit year. An ESTA benefit year is from July 1 to June 30.

   During this agreement, teachers shall be credited with eleven (11) sick days at the beginning of the school year. If any teacher exhausts all his/her accumulated sick leave he/she will have any other sick days deducted from his/her pay

   Employees may use their sick time for absences due to:

- The employee's or his/her family member's physical or mental illness, injury, or health condition; medical diagnosis, care, or treatment of mental or physical illness, injury, or health condition; or preventative medical care.
- Closure of the employee's place of business by order of a public official due to a public health emergency.
- The care of an employee's child whose school or place of care has been closed by order of a public official due to a public health emergency.
- The employee's or his or her family member's exposure to a communicable disease that would jeopardize the health of others as determined by health authorities or a health care provider, whether or not the employee or family member has actually contracted the communicable disease.
- If the employee or the employee'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.
- 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.

"Family member" is defined as a(n):

- Biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.
- Biological parent, foster parent, stepparent, adoptive parent, or legal guardian of an employee.
- Spouse, domestic partner, or individual to whom the employee is legally married under the laws of any state.
- Person who stood in loco parentis when the employee was a minor child.
- Grandparent.
- Grandchild.
- Biological, foster, and adopted siblings.
- An individual related by blood to the employee.

- An individual whose close association with the employee is the equivalent of a family relationship.

  Teachers will receive three (3) personal days at the beginning of the school year to be used for emergencies or personal business. Personal days should be submitted in the sub system 24 hours in advance.

  Only two (2) teachers at each school building can take a day immediately before or after a regularly scheduled school vacation period (based upon a rotating schedule of seniority with records kept by the superintendent's office.)

  Unused personal days convert to sick days at the end of each school year.

  Failure to comply with the procedures above may result in loss of pay for the day and disciplinary action at the discretion of the superintendent.

B. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days, provided that the Board shall pay to such teacher the difference between his/her salary and the benefits received under the Michigan Workmen's Compensation Act for a period not to exceed two (2) years.

C. Any teacher on sick leave for a period longer than which they have accumulated, shall have one (1) day's wages deducted from their salary for each day's absence beyond the number of accumulated sick leave days.

D. A doctor's visitation verification may be required after two non-consecutive illness periods of more than two consecutive days of absence in one semester. The Board of Education also reserves the right to require physical examination of any teacher employed with the Summerfield Schools. This examination shall be at the Board's expense. The doctor shall be mutually agreeable to the Board and the Association. The board shall state in writing the reason for the request.

E. When a teacher is unable to be in school on any given day, it is the responsibility of the teacher to notify the District approved absence system no later than 6:45 a.m., whenever possible, of the date the teacher is unavailable in order that arrangements for a substitute may be made.

F. Unused sick leave may accumulate to 180 days.

G. Sick days and personal days must be taken in full day or one-half day increments. Exceptions possible with prior arrangements made with the building principal.

H. All employees shall be granted up to three (3) working days off with pay for a death of an employee's immediate family member. Immediate family shall be grandparents, spouse's

grandparents, parents, spouse's parents, spouse, siblings, spouse's siblings, children, children's spouse and grandchildren. Additional time may be charged to sick leave, subject to approval of the superintendent or his/her designee.

# ARTICLE XIII
# Leaves of Absence

1. With Pay
    a. Leave of absence with pay not chargeable against the teacher's sick leave allowance or business day allowance shall be granted for the following reasons:
        i. Court appearance as a witness in any case connected with the teacher's employment or the school, except labor related disputes where the teacher's testimony would be adverse to the Board. The teacher's pay will be reduced by the amount of any witness fees.
        ii. Approved attendance at any association meeting if the Association provides money for the substitute's pay.
    b. A teacher called for jury duty or to give testimony before any judicial or administrative tribunal shall be compensated for the difference between the teacher's pay and the pay received for the performance of such obligation.
    c. Upon written application, permission may be given by the building administrator to visit another school providing a member of the administration of the school to be visited gives written permission to our administration. A reason will be given if permission is refused.
    d. The Board agrees to provide, upon application to and by approval of the Superintendent, the necessary funds for teachers who desire to attend select professional conferences in their special areas. Travel, meals, lodging and registration fees shall be deemed appropriate expenses of the Board. Substitutes will be furnished at the Board's expense. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation.
    e. Any teacher who can anticipate a prolonged disability which would cause the teacher to be absent from work for five (5) consecutive days or more (such as scheduled surgery, other confinement to home or hospital, including maternity) shall notify the building principal, in writing, as soon as possible. The notification shall contain the projected dates of absence. It is understood that use of sick leave shall be only for the duration of the actual incapacity. The Board reserves the right of written verification from a physician. Any teacher who can anticipate a prolonged disability shall have the option of requesting an unpaid leave of absence as explained in Article XIII, B.1, or receiving whatever sick leave benefits may be available only for the duration of the actual incapacity. A teacher shall not be entitled to utilize an unpaid leave of absence if the teacher, instead, chooses to receive sick leave benefits for an anticipated prolonged disability. If the disability continues after all accumulated sick leave has been used, the teacher will automatically be placed on an unpaid leave of absence for the duration of the disability, as verified by a physician, but not to exceed one calendar year.

2. Without Pay
    a. The Board shall grant to any teacher, who does not choose to use paid sick leave, a

leave of absence for an anticipated prolonged disability (such as scheduled surgery, confinement to home or hospital, maternity or childcare following birth). A maternity leave justification would include the adoption of a child whose age at the time of the commencement of the leave is six (6) months old or less. The teacher may continue teaching until, in the joint opinion of the administration and the employee's physician, he/she should no longer continue in his/her duties. However, in an adoption case, the leave shall not begin until the week the child is brought into the home of the adopting parents. The employee shall notify the Superintendent in writing at least thirty (30) days prior to the intended date of return. The teacher shall return from such leave within one (1) school year, but in no instance sooner than the first day of the semester following the disability. The Board has the authority to allow an earlier return during unusual and/or compelling circumstances.

b. Leave of absence will be granted up to two (2) years to any teacher to join the Peace Corps as a full-time participant in such program. Any period so served shall be treated as time taught for the purpose of salary schedule attached.

3. Pursuant to Section 1235 of the Revised School Code of 1976, one teacher, according to seniority, who has been employed for seven (7) consecutive years by the Summerfield School District, may be granted a sabbatical leave for one (1) year. During said sabbatical leave, the teacher shall be considered to be in the employ of the Board and shall be paid one-half (1/2) his/her salary. The salary will be one-half **(**1/2) the pay he/she would receive if he/she were teaching in the system that year. The Board shall not be held liable for death or injury sustained by any teacher on sabbatical leave nor shall the spouse be obligated for the teacher's obligation to the Board. A teacher, upon return from sabbatical leave, shall be restored to his/her former position or to a position of like nature, seniority and status. Any period spent on sabbatical leave shall be treated as teaching service for purposes of applying the salary schedule set forth in Schedule A of the Agreement. Before a teacher is granted a sabbatical leave, he/she shall agree, in writing, to remain in the system for a period of not less than three (3) years following his/her return from sabbatical, or reimburse the district on a prorated basis of the stipend received during the said sabbatical, as follows:
    a. A teacher who does not return must reimburse the school district the full amount of the stipend.
    b. A teacher who leaves after one (1) year must reimburse the school district two-thirds (2/3) of the stipend.
    c. A teacher who leaves the school district after two (2) years must reimburse the district one-third (1/3) of the stipend.
    d. A teacher leaving before the school year is complete will not be given credit for that year and will reimburse the school district for his/her stipend up to the previous completed year, according to the prorated schedule.

4. Military leave of absence shall be granted to any teacher and/or spouse who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States. Upon evidence of an Honorable Discharge from military service, teachers shall be

given the benefit of any increments that would have accrued to them had they remained in active service to the school system.

5. The Board shall grant a leave of absence to any teacher to campaign for or serve in a public office. Teachers shall be given the benefit of any increment that would have been accrued to them had they remained in active service to the school system, provided the position is still available.

6. An unpaid emergency leave of absence may be granted to any teacher upon written request from the teacher and approval of the Board. Each request shall be handled on an individual case-by-case basis.

7. A leave of absence of up to twelve (12) weeks during any twelve (12) month period shall be granted to eligible teachers in accordance with the Family and Medical Leave Act (FMLA) for the purposes permitted by the FMLA. Such purposes include:
    a. Because of and to care for the teacher's child upon birth or placement for adoption or foster care. Entitlement to leave under these circumstances shall expire at the end of the twelve (12) month period beginning on the date of the birth or placement of the child.
    b. To care for the teacher's spouse, child, or parent who has a serious health condition.
    c. Because of *a* teacher's own serious health condition that makes the teacher unable to perform the functions of the teacher's position.

To be eligible for an FMLA leave, a teacher must have been employed for at least twelve (12) months, and for at least 1,250 hours during the previous 12-month period, and meet any other eligibility criteria of the FMLA for the particular type of leave. During the period of FMLA leave, the teacher's health insurance benefits shall be continued as required by the FMLA, subject to Section 104(c)(2) of the FMLA. Elected supplementary insurance coverage may be continued by the teacher prepaying the premium cost to the business office of the school district, which will then make payment of the premium to the insurance company.

Paid leave available to the teacher under the terms of this Agreement and used by the teacher for the same purposes as the FMLA leave available, will be counted as part of the leave time available and used under the FMLA leave. FMLA leave may be taken on an intermittent or reduced schedule when medically necessary according to the provisions of Section 102(b) of the FMLA. Seniority will accumulate during the period of FMLA leave.

The limitations found under Section 108 of the FMLA (pertaining to special rules concerning employees of local education agencies) shall apply. All FMLA leaves shall be subject to and administered in accordance with the FMLA and its implementing regulations.

Upon expiration of FMLA leave, if the teacher is able to return, he/she shall be assigned to the same position in which employed prior to the leave or to a substantially equivalent position.

# ARTICLE XIV
# Personnel File

A. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. The review of the personnel file will be done in the presence of an administrator.

   Each teacher's personnel file shall contain the following minimum items of information:

   1. All teacher evaluation reports and teacher response/rebuttals to evaluations
   2. Copies of annual contracts
   3. Letter of commendation, if any
   4. Teaching certificate

B. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. The review of the personnel file will be done in the presence of an administrator.

# Article XV
# Teacher Evaluations

The purpose of this agreement is to comply with MCL-Section 380.1249 and to outline the procedure for classroom observations for probationary and tenured teachers within the Summerfield School District.

A. Probationary Teachers
    1. Probationary teachers will undergo the following observation schedule each academic year.
        a. One (1) unannounced classroom observation.
        b. One (1) announced classroom observation.
        c. A minimum of one (1) walkthrough.
    2. Probationary teachers will meet with the building principal within the first 30 school days of employment with Summerfield Schools to collaboratively develop an individualized development plan.
    3. A midpoint evaluation will be conducted for all probationary teachers within ten (10) school days of the start of the second semester.
    4. Any concern with the probationary teachers performance by administration will be communicated to the probationary teachers at the midpoint, or immediately following the concern is developed. The concern will also be communicated to the educational association leadership following the same timeline.

B. Teachers with an effective rating for 3 consecutive years
    1. Teachers who have received an effective or highly effective rating for three consecutive years may be evaluated on a biannual basis.
    2. The following observation schedule will be followed:
        a. One (1) unannounced classroom observation.
        b. One (1) announced classroom observation.
        c. A minimum of one (1) walkthrough.

C. Beginning with the 2025-26 school year, the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:
    1. Specific performance goals identified by the teacher to improve their effectiveness in the upcoming school year.
    2. An evaluation of the teacher's job performance with timely and constructive feedback.
    3. Clear approaches to measuring student growth with relevant data on student growth.
    4. The use of student growth and assessment data as 20% of the year-end evaluation rating.
    5. The student growth and assessment data shall consist of measurable, long-term

academic goals set for all students that utilize available data as determined annually by the building principal, in collaboration with grade-level/department level teachers.

6. The teacher shall be allowed to present evidence to the building principal to eliminate data attributable to students who have excessive absences, are partial year transfers into/out of the teacher's classroom, or who have other anomalous circumstances that warrant eliminating that data. The final determination will be made by the building principal.
7. Data used to determine student growth must be attributable to the actual teaching responsibilities of the individual teacher.

# ARTICLE XVI
# Professional Grievance Negotiation Procedure

A. Any teacher, groups of teachers, or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may file a written grievance with the Board's designated representative (i.e., the principal). Sample Grievance Report attached - Schedule E.

B. The teacher, group of teachers, or the Association having such a grievance shall discuss the matter with the school principal, during non-teaching hours, with the object of resolving it informally. (The building representative shall also be present, if requested).

C. In event the matter is not satisfactorily resolved, the following procedure shall be followed:

1. **Step One.** The grievance shall be reduced to writing within five (5) school days of knowledge of grievance by the one filing the grievance, signed by the person or persons involved, and submitted to the Association for approval.

a. The grievance shall specify the facts giving rise to the grievance and the relief requested.

b. The grievance, if approved by the Association, shall be submitted to the principal.

c. The principal shall submit an answer within five (5) school days in writing. One copy of this decision shall go to the grievant and one copy to the building representative.

2. **Step Two**. Within five (5) school days after receiving the decision of the principal, the aggrieved teacher may appeal to the Superintendent of Schools. The appeal shall be in writing, shall specify the article and section of the Agreement allegedly violated and shall contain the reason for the appeal, including a copy of the principal's decision.

a. Within seven (7) school days after receipt of the appeal, the Superintendent shall investigate the grievance, including giving the aggrieved teacher and the building representative a reasonable opportunity to be heard, and render his decision in writing. A copy of his decision shall be delivered to the teacher involved, the building representative and the school principal.

3. **Step** Three**.** Within five (5) school days after receiving the decision of the Superintendent, the aggrieved teacher or the Association may appeal to the Board of Education, or a committee of Board members. The appeal shall be in writing and shall contain the reason for the appeal and a copy of both the principal's and the

Superintendent's decision.

a. The appeal shall be heard at the next regularly scheduled board meeting, and in any event, within fifteen (15) school days after receipt of the appeal. The Board or its designated representative, shall investigate the grievance, including giving the aggrieved teacher and the building representative a reasonable opportunity to be heard. The Board shall render its decision in writing within ten **(**10) days after holding a hearing on the appeal. A copy of the Board's decision shall be delivered to the teacher involved, the building representative, the principal, and the Superintendent.

4. **Step Four**. An unresolved grievance may be submitted to arbitration under the act.

D. If the decision of the Board is not satisfactory to the Association, the process of arbitration must be initiated within twenty (20) school days. The grievance will then be submitted to an impartial arbitrator selected by the parties. If the parties cannot agree on an arbitrator, one shall be selected by the American Arbitration Association in accord with its rules, which shall likewise govern the arbitration hearing. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator. The cost of any arbitration under this article shall be jointly shared by the parties.
E. All time limits in the grievance procedure are to be strictly followed and may be altered only by the mutual written agreement of the parties. If there is not mutual agreement and time limits are not adhered to by the grievant, the grievance is void and will not be considered above the step at which the time limit violation occurred. If there is not mutual agreement and the board or their representative does not adhere to the time limits, the matter would automatically proceed to the next step.

# ARTICLE XVII
# Protection of Teachers

A. The Board and Administration recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it is determined that a particular pupil 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 with respect to such pupil.

B. It is recognized that discipline problems are less likely to occur in classes which are well taught and where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur, they may most constructively be dealt with by encouragement, praise and emphasis upon the child's desirable characteristics.

C. A teacher may send a pupil to the principal of the building when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation make the continued presence of the student in the classroom intolerable. In such cases the teacher will furnish the principal, as promptly as his teaching obligations will allow, full particulars of the incident.

D. Only the Superintendent or his designated representative may impose temporary suspension of students from school. School authorities will endeavor to achieve correction of student behavior through counseling and interview with the child and his parents when warranted. Permanent exclusion from the school remains the sole right of the Board of Education.

E. Any case of assault upon a teacher shall be promptly reported to the superintendent by the teacher. The Board shall provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

F. If a teacher is complained against or sued because of disciplinary action toward a student, or because of a work-related incident involving a student, the Board will provide legal counsel and will render all necessary assistance to the teacher in his/her defense if the teacher was acting within the scope of the teacher's authority.

G. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher if circumstances prove him innocent.

H. The Board will reimburse the teacher for any loss due to deliberate damage or destruction of clothing of the teacher by students while on duty on the school premises. In the event

of deliberately damaged personal property, the Board will reimburse the teacher if the personal property was approved to be brought onto the school premises.

I. A teacher will be promptly notified regarding any complaint to an Administrator or Board member, directed toward them, which would be subject to disciplinary action. The originator and nature of the complaint will be made known to the teacher.

J. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and care of property. The Board will not seek reimbursement from the teacher for any damage or loss of person or property unless there was gross negligence by the teacher causing the damage or loss.

# ARTICLE XVIII
## Negotiation Procedure

A. Matters not specifically covered by the Agreement, but of common concern to the parties, shall be opened to discussion and subject to possible professional negotiation between them from time to time during the period of this agreement upon request by either party. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matter.

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

C. In any negotiations described in this article neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the member-ship of the Association, but the parties mutually pledge that the representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make necessary concessions in the course of negotiations, or bargaining, subject only to such ultimate ratification.

D. If all parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board.

E. After ratification by both parties their representatives shall sign the ratified agreement within twenty-four (24) hours of ratification provided it is in final form.

# ARTICLE XIX
## Miscellaneous Provisions

A. Approved minutes of every Board meeting, either regularly scheduled or special meetings, shall be made available to the Association. This shall not include minutes of closed session meetings under the Open Meetings Act (OMA), which are prohibited from disclosure.

B. All newly employed teachers may negotiate with the Superintendent the number of years to be credited on the Salary Schedule, for years of outside teaching experience in any school district for which credit is allowed.

C. Upon request each teacher shall be furnished with a key to an outside door upon Board approval.

D. In the event of inclement weather, resulting in the closing of school, each teacher shall be notified by the Infinite Campus Messenger system prior to 7:15 a.m.

E. This Agreement shall likewise supersede any contrary or inconsistent terms, contained in any individual teacher contracts heretofore in effect. All future teacher contracts will be made expressly subject to the terms of this Agreement and board policy. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

F. The Board shall provide electronic copies of this Agreement to all teachers now employed by the Board, and the Board shall provide two signed copies of this Agreement to the Association at no cost to the Association.

G. If any provision of this Agreement or any application of the Agreement to any bargaining unit member or employee or group of bargaining unit members or employees is held to be contrary to law, or if a provision of the State Aid Act results in the loss of any revenue to the school district, 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.

H. Once a calendar is approved by the Board, no changes will be made to the calendar without the agreement of both parties, but it is understood that days may be rescheduled in the event it is necessary to do so in order to meet the minimum number of hours of student instruction required by law. In the event Michigan legislation prohibits certain days from being counted as days of student instruction (e.g., days lost due to inclement weather), teachers shall be required to perform work on the make-up days without additional compensation.

I. The Appendix will include Schedule A-Teacher Salary Scale, Schedule B-Extra Paid Activities, Schedule C-Insurance Benefits, Schedule D-School Calendar, Schedule E-Grievance Report Form, and Schedule F-Letter of Intent.

J. Teachers' salaries will be paid in twenty-four (24) pays.

K. The Board of Education is opposed to days taken off by teachers other than for reasons as delineated in this contract even though pay is deducted (dock days). The Board will pursue disciplinary and/or legal action to stop this practice.

L. If a "Dock Day" is needed, requests must be submitted and approved by the Board of Education's designated representative.

M. A staff directory will be made available to all staff by October 31 of each year.

N. The Association and its members shall have the same privilege to use school building facilities as any other group pursuant to written Board policy. A bulletin board shall be made available in each school building exclusively for teachers use. The Association shall have the right to use the teachers' mailboxes for distribution of Association materials.

O. Teachers will be compensated for events they are required to attend outside of the contractual workday. The number of hours required for these events should not exceed (12) hours total per school year and will be compensated in the form of two (2) duty free days off that will be planned in collaboration with Association leadership.

   These events may include, but are not limited to, parent-teacher conferences, open house, Unleashed, musical performances, and graduation.

   Building administration will keep a running list of events staff are being asked to attend. The initial list that will be shared prior to the start of the school year will include all events, at a minimum, scheduled during the first semester. Prior to the beginning of the second semester, the list will be modified to include any additional events that may be scheduled during the second semester. It is expected that the building principal and staff member will discuss all scheduled events and that all staff members will be assigned 12 engagement hours annually.

   Teachers are expected to attend the events on the list. If there is a situation where they cannot attend, the teacher should collaborate with the building administrator to come up with an alternative plan.

# ARTICLE XX
## Financial Responsibilities & Payroll Deductions

During the life of this Agreement, the Association and the Board recognize that strikes and other forms of work stoppages by teachers are contrary to Michigan Law Public Act 336 or any other applicable Public Employees Law or Statute. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

The Association therefore agrees that its officers, representatives and members shall not participate in the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full faithful, and proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in the conditions, or compensation, or the rights, privileges, or obligations of employment. This act shall not be construed to limit, impair, or affect the right of a public employee to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment in the school system.

## ARTICLE XXI
## Duration of Agreement

This AGREEMENT shall be effective as of July 1, 2025 and shall continue in effect to and including the 30th day of June 2027. The AGREEMENT shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

An emergency financial manager appointed under the Local Government and School District Fiscal Accountability Act, 2011 PA 4, MCL 141.1501 to 141.1531 may reject, modify, or terminate this Agreement as provided therein.

**Board of Education**

President (Keith Olmstead)

Secretary (Abby Stanger)

**Monroe County Education Association (Summerfield)**

President (Heather Brescol)

Secretary (Danielle Lopez)

**Schedule A**

# SUMMERFIELD SCHOOLS

## TEACHER'S SALARY SCHEDULE

### 2025-2026

| Step | B.A. | M.A. | M.A. + 15 |
|---|---|---|---|
| 1 | $39,348 | $43,162 | $44,295 |
| 2 | $42,951 | $45,956 | $47,089 |
| 3 | $45,260 | $48,556 | $49,685 |
| 4 | $47,564 | $51,156 | $52,285 |
| 5 | $49,871 | $53,757 | $54,889 |
| 6 | $52,171 | $56,351 | $57,482 |
| 7 | $54,473 | $58,942 | $60,073 |
| 8 | $56,776 | $61,556 | $62,685 |
| 9 | $59,076 | $64,158 | $65,285 |
| 10 | $61,384 | $66,756 | $67,887 |
| 11 | $66,402 | $72,405 | $73,534 |

2025-2026 School Year: Each teacher will receive a step increase.

2% increase to the 2024-2025 salary scale

Longevity Pay: $500 after 10 years, $1,000 after 15 years, $2,000 after 20 years and $2,750 after 25 years.

A retiring employee with at least ten (10) years of experience in the school district will receive $50/day, to a maximum of one hundred (100) days for accumulated unused sick days.

Teachers will receive a $300 off schedule payment on the first December 2025 pay.

**Schedule A**

# TEACHER'S SALARY SCHEDULE

## 2026-2027

| Step | B.A. | M.A. | M.A. + 15 |
|---|---|---|---|
| 1 | $40,134 | $44,026 | $45,180 |
| 2 | $43,810 | $46,875 | $48,031 |
| 3 | $46,166 | $49,527 | $50,679 |
| 4 | $48,515 | $52,179 | $53,331 |
| 5 | $50,868 | $54,832 | $55,987 |
| 6 | $53,214 | $57,478 | $58,632 |
| 7 | $55,563 | $60,121 | $61,274 |
| 8 | $57,912 | $62,787 | $63,939 |
| 9 | $60,258 | $65,441 | $66,591 |
| 10 | $62,611 | $68,091 | $69,245 |
| 11 | $67,730 | $73,853 | $75,005 |

2026-2027 School Year: Each teacher will receive a step increase.

2% increase to the 2025-2026 salary scale

Longevity Pay: $500 after 10 years, $1,000 after 15 years, $2,000 after 20 years and $2,750 after 25 years.

A retiring employee with at least ten (10) years of experience in the school district will receive $50/day, to a maximum of one hundred (100) days for accumulated unused sick days.

Teachers will receive a $300 off schedule payment on the first December 2026 pay.

**Schedule A**

# TEACHER'S SALARY SCHEDULE

## 2025-2027

MA + 15

1. The teacher must show proof that all of the work was completed for the MA degree on or before August 15, in order to be eligible for the MA salary schedule. The MA degree must have been earned in an education area.
2. Temporary proof may be a letter from the college or university. However, this must be followed by an official transcript.

MA + 15

1. The teacher must show proof of passing fifteen semester credit hours on or before August 15, in order to be eligible for the MA+15 salary schedule. The fifteen credits must be Master's Degree credit classes or classes related to the teaching area, certification areas or toward new certification.
2. Temporary proof may be a letter from the college *or* university. However, this must be followed by an official transcript.

**Schedule B**

# Extra Duty Assignment Pay

Extra duty assignments will be paid on the following percentage based on the scale for each year of experience in the same extra duty assignments.

| | |
|---|---|
| Student Council Advisor - High School | 1% |
| Student Council Advisor - Middle School | .6% |
| Freshman Class Advisor | 1% |
| Sophomore Class Advisor | 1% |
| Junior Class Advisor | 2% |
| Senior Class Advisor | 2% |
| Yearbook Advisor - High School | 4.5% |
| Yearbook Advisor - Middle School | 1% |
| Quiz Bowl Advisor | 1.2% |
| Pep Club Advisor | .75% |
| Spanish Club Advisor | .75% |
| National Honor Society Advisor | 1% |
| School Improvement Chairperson | 3% |
| Mentor Teacher | $400 |
| Band Director | 11% |
| Play Director | 5% |
| Safety Patrol Director | 1.75% |
| Staff Substitute | $30.00/hour |
| Summer School Teacher | $40.00/hour |
| Tutoring Teacher | $40 |
| Detention Supervisor | .04%/hour |
| 8th Grade Trip Advisor | $400 |

**Schedule B**

## Extra Duty Coaching Assignment Pay

| | |
|---|---|
| Football - Varsity Coach | 11% |
| Basketball - Varsity Coach | 11% |
| Volleyball - Varsity Coach | 9% |
| Baseball - Varsity Coach | 9% |
| Softball - Varsity Coach | 9% |
| Track - Varsity Coach | 9% |
| Football - Varsity Assistant | 9% |
| Football - JV Coach | 9% |
| Basketball - JV Coach | 9% |
| Football - JV Assistant | 7% |
| Golf - Varsity Coach | 7% |
| Volleyball - JV Coach | 7% |
| Baseball - JV Coach | 7% |
| Softball - JV Coach | 7% |
| Cheerleading Advisor | 7% |
| Football - Middle School Coach | 6% |
| If one coach coaches the 7th grade and 8th grade team (basketball & volleyball) | 6% |
| Cross Country Coach | 7% |
| Track - Middle School Coach | 5% |
| Strength & Conditioning Coach | 5% |
| Basketball - Middle School Coach | 5% |
| Volleyball - Middle School Coach | 5% |
| Bowling - Coach | 5% |
| Football - Middle School Assistant | 4% |

## Schedule C

# Insurance

**PLAN A, PLAN C OR PLAN D**

The Board shall provide MESSA Choices medical coverage with 3-Tier Rx, $1,000/$2,000 in-network deductible, $20 office, Dental Dental Plan C plus 01/Ortho Rider, VSP-2 Vision Plan and $25,000 Group Term Life benefits for all full-time members of the bargaining unit and his/her family.

The Board shall provide members to option of MESSA Choices medical coverage listed above (Plan A), MESSA ABC Plan 2 ($2,000/$4,000 in-network deductible (HSA)), 3-Tier Rx, - Plan C, or Essentials by MESSA medical coverage ($375/$750 in-network deductible) - Pak D, $$10/$25/$50 co-pays, UC/ER co-pay: $50/$200, Coinsurance: 20% of approved amount after deductible, Total OOP Max including IN deductible, $9,200/$18,400, RX: Essentials by MESSA. The parties understand that in the event the minimum deductible necessary for a medical plan to comply with HSA eligibility is increased beyond the current deductible level in MESSA ABC Plan 2, the deductible will automatically adjust to meet the federal minimum requirement.

Pursuant to Public Act 152 of 2011, the Board shall pay the following annual amounts towards the total cost of the MESSA PAK (Plan A, Plan C, Plan D) medical premiums described below.

Effective January 1, 2025, the Board's contribution to the Employee's medical benefit plan costs shall be no less than $7,718.26 for employees with single person coverage, $16,141.28 for employees with two-person coverage, or $21,049.85 for employees with family coverage.

Effective January 1, 2026, the Board's contribution to the employee's medical benefit plan costs shall be no less than $7,942.09 for employees with single person coverage, $16,609.38 for employees with two-person coverage, or $21,660.30 for employees with family coverage.

Effective January 1, 2027, the Board's contribution to the employee's medical benefit plan costs shall be no less than the hard cap numbers identified by the Michigan Department of Treasury for employees with single person coverage, employees with the two-person coverage and employees with family coverage. If PA 152 is amended during the contract term, the District's contribution towards insurance costs will not exceed 3% over the previous year's contribution.

If House Bill 6058 of 2024 is signed by the Governor, the Board shall pay the state mandated hard cap amounts or an 80/20 split toward eligible employees' medical coverage, whichever is greater…, so long as the contributions comply with PA 152 of 2011. If PA 152 is amended during the contract term, the District's contribution towards insurance costs will not exceed 3% over the previous year's contribution.

The remaining annual cost for the employee's elected medical plan premiums shall be paid by the employee.

The employees' premium contribution will be payroll deducted, in equal semi-monthly amounts

from each paycheck through a qualified Section 125 Plan and, as such, will not be subject to withholding. The Board's "qualified Section 125 Plan" shall include all of the provisions necessary for pre-tax contributions to employee's HSA accounts administered through HEQ.

Employees electing the MESSA ABC Plan 2 may contribute, through payroll deductions and electronic transfer, additional money towards their HEQ HSA up to the maximum amounts allowed by Federal law.

All other non-medical MESSA PAK (Plan A, Plan C, Plan D) benefits described in this Article shall be fully Board paid.

**PLAN B**

Employees not wishing health care protection may receive MESSA Delta Dental Plan E plus 01/Ortho Rider, VSP III and $25,000 MESSA Group Term Life Plus AD&D.

Beginning on July 1, 2025, $400 per month will be paid to each eligible SEA member who enrolls in Plan B instead of Plan A, C or D of MESSA. The teacher must commit to Plan B for the entire benefit year. In an emergency situation, such as a spouse losing insurance coverage, the superintendent would approve a change to Plan A, C, or D during the year.

**L.T.D.**

The Board shall provide each full-time member MESSA LTD:

A. Benefit Percentage - 60%
B. Maximum monthly income - $3,500
C. Qualifying Period - 90 calendar days, modified fill
D. Maternity Coverage - Yes
E. Social Security Freeze - Yes

The contracted salary to be used will include all contracted positions.

The Board shall provide the above insurance coverage through August 30, for each full-time member of the bargaining unit and his/her family provided the teaching contract is completed for the specific school year. Coverage will be discontinued upon termination of employment if termination occurs prior to the last contracted day of school.

**DEATH BENEFIT**

If a teacher who has family coverage health insurance were to die while employed by Summerfield Schools, their family health insurance benefits would continue for a duration equal to one month's insurance for each year of completed service at Summerfield, with a minimum two months and a maximum of twelve months of coverage.

## Schedule D

# District Calendar

2025-2026 District Calendar