MASTER AGREEMENT

Between

The

CARROLLTON PUBLIC SCHOOLS

And

CARROLLTON EDUCATION ASSOCIATION

2022-2026

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AGREEMENT

PREAMBLE

This Agreement enter into this 1st day of July, 2022, by and between the Board of Education of the Carrollton Public Schools, Carrollton, Michigan, hereinafter referred to as the "School Board", and the Carrollton Education Association, hereinafter called the "Association", affiliated with the Michigan Education Association and the National Education Association.

WITNESSETH

WHEREAS the School Board and the Association recognize and declare that providing a quality education for the children of the Carrollton Public School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teachers, administrators, School Board members and non-instructional employees, and

WHEREAS the School Board and the Association have a statutory obligation, pursuant to the Public Employment Relations Act, Act 379 of the Michigan Public Acts of 1965, to bargain in good faith with respect to hours, wages, terms and conditions of employment for teachers, and

WHEREAS the parties have reached certain understandings which they desire to confirm in this Agreement.

ARTICLE 1 – RECOGNITION

A. The School Board recognizes the Association as the exclusive bargaining representative for all members of the unit which includes: all regularly employed certified teachers under contract, including Omni teachers, school psychologists, school social workers; coordinators, counselors excluding other personnel employed by the Board of Education, specifically, Superintendent of Schools, principals, assistant principals, directors, holders of non-certified positions and daily substitute teachers. If a teacher is shared with another school district, the districts and the Association shall meet and discuss the salary, benefits, hours and other contract provisions of the teacher.

B. Throughout this Agreement, the term "teacher" shall designate all members of the "bargaining unit."

C. The Association agrees to maintain its eligibility to represent all teachers by admitting persons to membership without discrimination on the basis of race, creed, color, national origin, sex or marital status, disability and to represent equally all employees without regard to membership or participation in, or association with, the activities of any employee organization.

D. The bargaining rights granted herein to the Association shall not be granted or extended to any competing teacher organization or any individual teacher during the life of this Agreement.

E. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated upon, and the Agreement contained in this Contract

were arrived at after the free exercise of such rights and opportunities. The terms and conditions of employment provided in this agreement shall remain in effect until altered by mutual agreement in writing between the parties.

F. This Agreement shall supersede any rules, regulations or practices of the School Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teachers' contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the School Board.

G. If the Board of Education elects to engage in negotiating during the school day with the Association, teachers involved shall be released from regular duties without loss of salary.

ARTICLE 2 – DEFINITION OF RESPONSIBILITIES AND RIGHTS

A. The School Board specifically recognizes the right of its teachers to appropriately invoke the assistance of the Michigan Employment Relations Commission or a mediator from such public agency.

B. The School Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting, the generality of the foregoing; the management and control of school properties, facilities, grades and course of instruction, athletic and recreational programs, methods of instruction, materials used for instruction and selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel, health and safety protocols, except where expressly and in specific terms limited by the provisions of this Agreement.

C. The School Board and the Association subscribe to the principle that differences shall be resolved by appropriate and peaceful means in keeping with the high standards of the profession without interruption of the school program. Accordingly, the Association agrees that during the term of this Agreement it shall not direct, instigate, participate in, encourage or support any strike or boycott or picketing by any group against the School Board.

D. Teachers shall be informed of the process to use to report their unavailability for work. Whenever possible, teachers should give the maximum amount of notice when they become aware that they will not be available to work. Those teachers who fail to report their absence before 6:15AM may be docked half a day's pay. Teachers needing to report ill after 6:15 AM must also notify their building principal or administrator.

E. When the teacher does not have students under his direct jurisdiction, a teacher may, without loss of pay, but during the school day, discuss a problem concerning working conditions with the Administration.

F. The Board shall make available in each school, whenever and wherever possible, adequate lunchroom, restroom and lavatory facilities exclusively for staff use and at least

one room, reasonably furnished, which shall be reserved for use as a staff lounge. Students shall be excluded from the lounge.

G. Adequate telephone facilities shall be made available to teachers for their reasonable use.

H. The teacher shall supervise students who are under their jurisdiction.

I. No restrictions shall be placed upon the freedom of teachers to use their own time for gainful employment or other activities insofar as it does not interfere with satisfactory performance of their school duties or adversely impact the district reputation or financial wellbeing. If the teacher is dissatisfied they can appeal following the chain of command.

J. In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disability Act of 1990, and the Elliott-Larsen Civil Rights Act of 1977, it is the policy of the Carrollton Public School District that no person shall, on the basis of race, color, religion, national origin or ancestry, sex, disability, height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or in employment. For information, inquiries, or to file a complaint, contact the Superintendent of Carrollton Public Schools or based upon refraining in Association activities.

K. The parties also agree that any teacher proven to be engaged in any subversive activities or associated with any group whose purpose is to undermine or disrupt the established written programs and/or policies of the School Board, the laws or Constitution of the State of Michigan or the United States of America shall be subject to disciplinary action. The action will not be taken up as a grievance unless the C.E.A. believes the teacher is not engaged in these activities or associated with such a group.

L. Each teacher shall have the right upon request to review the contents of his/her own personnel file. A representative of the Association and a designee of the Superintendent may be requested to accompany the teacher in such review. Exempt from above are college references and references from prior employment.

ARTICLE 3 – ASSOCIATION RIGHTS AND RESPONSIBILITIES

A. Bulletin boards, mailboxes and other established media of communication shall be made available to the Association and its members before and after school or during their lunch period. All notices must be signed by a representative of the C.E.A. and a copy will be furnished to the building principal. These notices may not contain any personal attacks on any member of the Board ***or*** Administration. No association work is to be performed during teaching or conference periods. This does not prohibit the Association representative from discussing grievances with the Administration.

B. The Association shall have the right to use school buildings but shall make requests through normal channels for room clearance and permission. Permission to use said rooms shall not be unreasonably withheld.

C. The School Board agrees to furnish to the Association, in response to written requests, information to which it is legally entitled as may be necessary for the Association to process grievances or to prepare for collective bargaining. The Association agrees to pay the school district the cost for the duplication of any such information. The school district shall not perform any research on behalf of the Association.

D. The School Board agrees to furnish the C.E.A. reasonable information which they are legally entitled to concerning the financial resources of the district. The School Board will not do any research for the Association, and the Association shall pay the reasonable cost incurred by the School Board in furnishing the information.

E. The Association shall be allocated twenty (20) days per school year. These days are non-accumulating. At least five (5) of the days shall be used for professional development conferences. A minimum of five (5) days advance notice must be presented to the building principal (this requirement may be waived by the Superintendent). An additional ten (10) Association days shall be allocated for use by the Association President. Use of these days shall be determined by mutual agreement between the Association President and the building Principal. District costs for substitutes (Permanent sub rate does not apply) hired for Association days and the employees' retirement costs will be paid for by the Association.

F. The Association will notify the Superintendent as to who shall serve as officers and representatives within thirty (30) days after taking office. Any changes in the above will be made known to the Superintendent one (1) day prior to becoming effective.

ARTICLE 4 - PROFESSIONAL GRIEVANCE PROCEDURE

A. Definition of a grievance: A grievance shall mean a complaint by a teacher in the bargaining unit regarding a violation, misinterpretation or an inequitable application of a specific provision of this Agreement. The sole remedy available to any teacher for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder will be pursuant to the grievance procedure, provided, however, that nothing contained herein will deprive any teacher of any legal right which he/she presently has. provided that If a teacher elects to pursue any legal or statutory remedy, such election will bar any further or subsequent proceedings for relief under the provisions of this Article.

B. The term "teacher" may include any individual or group of teachers who are members of the bargaining unit.

C. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

D. The term "days" when used in this section shall, except where otherwise indicated, mean working school days during the school year and days when the Superintendent's office is open during the summer. The parties may by mutual agreement extend any of the time limits set forth in this Article.

E. The primary purpose of this procedure is to secure, at the lowest level possible, suitable solutions to the problems of the parties. Both parties agree that these proceedings shall

be kept as confidential as may be appropriate at any step of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration.

F. PROCEDURE:

1. **STEP ONE**
   A teacher who feels he/she has a grievance shall first take the matter up verbally with the principal or a designated administrative representative within ten (10) working days following the date the teacher became aware of the act or condition which he/she feels is the basis for his/her grievance. The teacher may appear alone or he/she may be accompanied by a C.E.A. representative at the teacher's option.

2. **STEP TWO**
   If the matter is not resolved, the teacher shall reduce the grievance to writing, specifying the section or sections of the contract he/she alleges is violated and the events that caused the alleged violation and the remedy sought. The written grievance will be presented to the principal within fifteen (15) working days following the date the teacher became aware of the act or condition which he/she feels is the basis for his/her grievance. Within five (5) working days of the receipt of the written grievance, the Administration shall attempt to arrange a conference. The teacher may appear alone or he/she may be accompanied by a C.E.A. representative at the teacher's option. The Administrator will make his/her answer known within five (5) working days of the conference. If the administrator fails to answer the grievance within five (5) working days of the conference, it automatically goes to the next step of the procedure. If the grievance is not appealed within five (5) working days from the last answer, the last answer shall be final.

3. **STEP THREE**
   The grievance may be presented to the Superintendent within the five (5) working days of the Step Two answer. The Superintendent shall designate at least three (3) persons, who may include himself/herself to represent the administration. The chairperson of the Grievance Committee shall designate at least three (3) persons who may include himself, as an Ad Hoc Committee to represent the Association. Within five (5) working days after receipt of the written grievance by the Superintendent, these two (2) representative groups shall convene a meeting within ten (10) working days to consider the problem and arrive at an equitable solution. If the answer given by the Superintendent does not settle the grievance the Association must within five (5) working days notify the Superintendent in writing that the grievance has been submitted for arbitration.

4. **STEP FOUR**
   If the Association is not satisfied with the disposition of the grievance in Step Three, the parties will mutually agree upon an impartial arbitrator within five (5) working days or else submit the grievance for arbitration to the American Arbitration Association in accordance with its rules and regulations which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed by the other party. The Arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Past practice may be used as

evidence, but may not be the sole basis of or the justification for the Arbitrator's decision. Both Parties agree to be bound by the award of the Arbitrator. The fees and expenses of the Arbitrator shall be shared equally by both the Board and the Association. Each party shall pay the expenses it incurs for such Arbitration.

G. Any party involved may be represented at all meetings and hearings at all steps of the grievance procedure by another teacher or another person, provided, however, that any teacher may in no event be represented by an officer, agent or other representative of any teachers' organization other than the Association.

The arbitrator shall have no authority to rule on:

1. Layoff/recall, assignments or the filling of vacancies.
2. Discipline/discharge.
3. Evaluations.
4. Extra-curricular positions.
5. Where there is an alternative state or federal administrative agency.
6. Back pay more than ten (10) days prior to the filing of the grievance.
7. Prohibited subjects of bargaining.

H. UNDERSTANDINGS:

1. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
2. Forms for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be given appropriate distribution by the Superintendent so as to facilitate operation of the procedures set forth herein. Forms shall be available from the Association representative.
3. The Association agrees that any teacher who has initiated action with the Tenure Commission shall have abandoned the grievance procedure in this Agreement.
4. Only the resolution of one incident may be submitted to an arbitrator at one time. This clause does not prohibit an arbitrator from hearing a class of grievances or ruling on the arbitrability of an issue and then the issue.
5. It is specifically understood that the grievance procedure contained in this Agreement requires the Association advocacy beyond Level I.

ARTICLE 5 – RETIREMENT

A. If a teacher has completed ten (10) or more years of service in the Carrollton School System, he/she will be paid for one-half (1/2) of all accumulated sick days (not to exceed the number of sick days set forth in Article 10 – COMPENSABLE LEAVES, paragraph B.) at the current daily substitute teacher rate. (Permanent sub rate does not apply) The teacher must terminate his employment through retirement under the provisions of the state retirement act to receive this benefit.

B. Employees intending to retire at the end of the school year are requested to give the District advance notification in writing at the earliest possible date. Employees who notify the district by February 1st of their intent to retire at the end of the school year will receive a one-time early notice bonus of six hundred ($600) dollars.

C. Employees who notify the District after February 1st but before April 1st of their intent to retire at the end of the school year will receive a one-time early notice bonus of three hundred ($300) dollars.

ARTICLE 6 – VACANCIES & TRANSFERS

A. Any teacher who shall be transferred to a supervisory or executive position and shall later return to teacher status shall be entitled to retain such rights as he/she may have had under this Agreement prior to such transfer to supervisory or executive status. The seniority of a bargaining unit member who accepts an administrative position will be frozen at their current level. No additional seniority as a CEA unit member will accrue.

ARTICLE 7 – PROTECTION OF TEACHERS

A. Since the teacher's authority and effectiveness in his 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 with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board will take prompt and reasonable steps to assist the teacher with respect to such pupil.

B. Any case of assault upon a teacher shall be promptly reported to the administration. If any teacher is assaulted or sued in connection with the normal teaching and/or supervision of students assigned to him/her, the Board shall provide legal counsel and render assistance to the teacher in his/her defense, provided said teacher was performing his/her duties in accordance with state and federal rules, laws and regulations and the Board of Education's policies.

C. Any case of threatened violence upon a teacher shall be, when deemed necessary, reported to the Administration who will advise the teacher of his/her rights and obligations with respect to such threatened assault and render assistance to prevent a recurrence of the episode.

D. Any complaints, which are justifiable in the opinion of the Administration, directed toward a teacher shall be promptly called to the teacher's attention for clarification.

E. The Board will establish a fund, not to exceed a total of eighteen hundred ($1,800) dollars per teacher in any school year, for loss or damage or destruction while on duty in the school of personal property of any kind normally worn or brought into the school building, when the teacher has in no way been negligent, to the extent that such loss is not covered by any insurance. The term "personal property" shall not include cash in any form. The terms "loss", "damage" and "destruction" shall not cover the effects of wear, tear and/or use. Teachers who bring personal property into school for classroom use will be reimbursed for damage or loss or destruction only if permission is received in writing from the principal to bring such property into school. The amount of liability

accepted by the school must also be indicated in writing, not to exceed the amount mentioned above.

F. The Board agrees to furnish each teacher an electronic copy of all district rules, regulations and board policies related to the teacher and students that they are expected to enforce and/or follow. The Board will further agree to provide each teacher a copy of any changes and/or modifications thereto.

G. All visitors to the classroom are expected to have the approval of the principal. Teachers shall be notified by the principal when visitors are approved. The district shall place signs at all entrances to the school buildings directing visitors to the school office. The Administration will not permit visitors to disrupt the learning process. Visitors will not be permitted to film or tape record the class without the approval of the teacher and principal.

I. The parties recognize the importance of a proper learning environment. To this end the parties agree to jointly work to reduce unauthorized presence in District buildings. The Board will take steps to inform visitors to sign in at building offices, provide suggestions and advice to teachers in dealing with the problem through either staff meetings or professional development time, and work to develop a system of accountability.

J. The teachers, an important link in this process, will provide hall supervision before and after school and during passing periods.

ARTICLE 8 – SCHEDULES, HOURS AND ASSIGNMENTS

A. CALENDAR

1. The school calendar shall consist of one hundred eighty-seven (187) new teacher workdays, and one hundred eighty-six (186) work days for teachers that shall consist of one hundred eighty (180) student session days, and thirty (30) DPPD hours (or current MDE requirement as defined by Section 380.1527 of the Michigan Revised School Code), two teacher workdays of which shall be at the end of each semester, and one (1) day of orientation for new teachers. Teacher in-service shall be provided within the (186) teacher session days. The parties agree that we will meet at least the 1,098 hour requirement for kindergarten and 1,098 hour requirement for all other grades. The District will follow State guidelines on "act of God" days. Teachers will be given the day before Thanksgiving off in exchange for working the evening conferences.
2. Except for conferences and Open House, which teachers are required to attend, attendance on all the teacher workdays shall be optional provided a teacher has completed all of his/her obligations by the assigned due date. On day one, administration will have 4 hours for welcome back festivities and meetings in the morning. The rest of the day will be considered a teacher workday.
3. The planning and conducting of the in-service education of all professional teaching staff will be implemented by the following process: The principal and building school improvement team will make recommendations to the Superintendent.

B. WORKING HOURS

Changes in working hours are subject to change by mutual consent of both parties.

1. The normal work day for teachers shall not exceed seven (7) hours and forty (40) minutes per day.
2. Within the 7 hour and 40 minute teaching work day, each teacher (K-12) shall be guaranteed to a thirty (30) minute uninterrupted lunch hour, at least a forty-five (45) minute continuous conference/planning period or a normal class period whichever is greater and at least 35 minutes continuous conference/planning period for reduced days within the student instruction day. Teachers shall report to their assigned station fifteen (15) minutes prior to the beginning of the regular student day and shall remain at the assigned station at least fifteen (15) minutes after the last class of the day. Exceptions to those regulations shall be only with the permission of the building administrator.
3. Excluding "early bird classes" and absent split sessions, classes will not start prior to 7:15 AM nor extend beyond 4:15 PM.

C. All teachers shall be entitled to a duty-free uninterrupted lunch period no less than thirty (30) minutes. The remainder of the lunch period may be assigned duties on a rotating basis.

D. Elementary teachers shall not be responsible for supervising lunch recess. Elementary teachers may at the teacher's option take their class on a recess break of not more than twenty (20) minutes per day.

E. CLASS SIZE

1. Recognizing the importance of maintaining a reasonable pupil-teacher ratio, the parties agree that every reasonable effort will be made to maintain a 25-1 ratio in K-5; a 30-1 ratio in 6 -12; and state guidelines in special services; secondary (6-12) music and physical education classes are excluded from the ratios. In figuring ratios, only classroom teachers in each category (K-5, 6-8, 9-12, and special services) will be used. Every effort will be made to keep the number of pupils per day for a teacher with five (5) teaching periods from exceeding one hundred fifty (150) and a teacher with six (6) teaching periods from exceeding one hundred eighty (180) pupils.

2. A committee shall be established consisting of two (2) administrative representatives and two (2) teachers. The committee shall meet when class sizes have been determined after the beginning of each marking period/quarter. Complaints concerning class sizes will be dealt with at that time. This committee shall make every reasonable effort to settle class size questions. Some possible solutions may include, but are not limited to:

    a. Rotating teachers of like qualifications in like stations, i.e. reassigning staff;
    b. Curriculum adjustments;
    c. Involving teachers in scheduling and rescheduling or assigning and reassigning of students;

d. Distributing or redistributing loads equitably by level, subject, quarter, or semester;
e. Employing additional professional staff or the employment of aides, at the discretion of the Board. The recommendation of the committee shall be reduced to writing, with the Board and the Association representatives each receiving a copy.

F. All pupil-teacher ratios will be leveled no later than the 15th day of class of each semester.

G. Teachers will not be responsible for clerical work in regard to student lunch other than the initial daily lunch count.

H. Each teacher will be expected to sponsor either a class or a club or to assist in the operation of two (2) evening events. Examples include but are not limited to athletic events, plays, concerts, or recreation nights as part of his/her contractual duties.

I. The date of regular faculty shall be established prior to the start of each semester. All faculty members will attend said meetings for their entire length unless excused in advance by the Building Administrator or immediate supervisor. Faculty meetings shall be held after school or at times agreed to by the faculty of a building and the administrator. The Administration shall endeavor to keep meetings to no more than thirty (30) minutes in duration when meeting two (2) times per month, sixty (60) minutes in duration when meeting one (1) time per month. In the event ending the meeting within thirty (30) minutes or sixty (60) minutes necessitates a continuation on another date, the staff will be given the option of continuing or returning another day. Special meetings may be called at the discretion of the Administrator. An agenda will be published prior to regular faculty meetings and may be announced prior to or at special meetings. Teachers wishing to have items placed on the agenda must notify the Administrator forty eight (48) hours prior to the meeting. Each agenda must include a "Good of the Order" listed for staff and building concerns at the end of the agenda. Meetings will not be unnecessarily prolonged. A schedule of weekly district activities will be published each Friday.

J. Those teachers that have volunteered or are assigned to a trip that requires an overnight stay will be given a personal day at a 1-1 ratio (one night trip, one personal day, two night trip, two days, etc.), or a stipend of two hundred fifty dollars ($250.00) per day. Personal days used that were granted for an overnight trip will not count as an absence for the teacher.

K. In the event that school cancellations exceed those allowed and defined by the State of Michigan as "Act of God Days", the scheduling of additional days shall be negotiated with the Association prior to May 1st. If no agreement is reached, the days will be added to the end of the year.

L. Bargaining unit members shall have their schedules altered to accommodate certain meetings. This shall occur in the following priority:

1. Altered schedule on said meeting day not to exceed a normal working day.
2. Compensatory time is mutually agreed upon days as close as possible to the scheduled meeting date.

3. In the event that steps 1 and 2 above cannot be implemented, those individuals shall be given compensation when they are required by the Administration to attend more than fifteen (15) hours of EPPC, IEP and/or IEPC meetings beyond the normal seven (7) hour-forty minute work day in a quarter. The compensation rate shall be the teacher's per diem rate, prorated by the hour.

M. Classroom teachers shall be notified at least five (5) days in advance of any I.E.P.C. meeting, provided the Administration is aware of said meeting seven (7) days in advance.

ARTICLE 9 – COMPENSATION

A. Annual salaries shall be computed from Schedule A attached hereto.

B. Teachers that are required to drive personal automobiles in the course of their employment or otherwise using their automobile in service to the district shall be reimbursed at the Board adopted rate, using the IRS rate as a guideline. The district shall provide one form on which all personnel shall file for reimbursement.

C. PAYROLL PROCEDURES

1. Payroll checks will be issued bi-weekly to all teachers, except as elsewhere provided.
2. Contractual salaries will be divided by twenty-two (22) to determine the gross bi-weekly amount except those teachers who request a division of twenty-six on appropriate forms furnished by the Administration. Employees may change from twenty-six (26) pays to a lump sum payoff if requested by May 19th. Payment shall be made to employees less withholding tax and any other tax required by federal, state, or local governmental agencies and employee insurance contributions.
3. Teachers shall have the right to have deductions from their pay for city income tax, the credit union and annuities. One company, mutually agreed upon, will handle the distribution of annuity funds.

D. The School Board will provide an insurance policy without cost to the teacher for public liability and accident/event coverage in an amount of not less than one million ($1,000,000) dollars for each accident/event in the course of their work as provided for in the policy, until determined unnecessary by legislative, executive or judicial branches of state or federal government.

E. Teachers who are requested by the administration to attend workshops, seminars, conferences, or district study committees or similar events suggested by the teacher and approved by the Superintendent or designee during regularly scheduled vacation periods will be paid according to the Schedule B hourly rate for "Approval Conferences during vacation periods".

F. If a teacher shall teach more than the normal teaching load as set forth in Article 8 SCHEDULES, HOURS AND ASSIGNMENTS, he/she shall receive additional compensation at the rate of eight (8%) percent of his/her yearly salary per full semester, four (4%) percent of yearly salary per full quarter. (Partial quarter's work, as described in

this Article, will not be compensated.) Teachers who teach "block schedules" shall be paid eight percent (8%) if they teach an overload for both the "A" and "B" schedules. Teachers teaching only the "A" or the "B" schedule shall be paid four percent (4%) overload. This only pertains to the number of classes taught, not the class size.

G. In the event the Board closes the schools and lays off all its employees, it is understood that there is no obligation to pay the balance of the salary listed above, salaries being prorated based on the time worked, but all fringe benefits will continue to the end of the semester.

H. Student-teacher fees given to the school district by universities or colleges which are intended to go to the teacher will be given to the teacher.

I. In the event the Board of Education shall consider a Department Head Program, the compensation, if any, will be bargained with the Association.

ARTICLE 10 – COMPENSABLE LEAVES OF ABSENCE

A. In the event that an employee is disabled through an injury or illness covered by Worker's Compensation, the employee must use his or her sick days, and the teacher's sick days shall be reduced proportionately so as to provide one hundred (100%) percent pay in coordination with Worker's Compensation Insurance. The employee may elect to reserve ten (10) sick days to be used upon return to work.

B. All teachers shall receive sick leave credit at the rate of eight (8) days per school year and four (4) personal days. The full allowance for each year shall be credited at the beginning of each year. Unused personal days will rollover to sick days as of the last teacher work day. Unused sick leave shall be cumulative to one hundred fifty (150) days. In the event a teacher is absent more than two (2) consecutive days or an established pattern of absenteeism has developed, a conference shall be held with the teacher and, at the teacher's option, an Association representative. If the results of the conference are satisfactory, no further action will be taken at that time. If the Administration is dissatisfied with the result of the conference, the teacher will be notified in writing that for the duration of the school year or if the pattern overlaps school years (specific time stated), all future sick days must be supported with a doctor's statement.

1. Any bargaining unit member who has used only two (2) or less days of personal or sick leave in a semester will receive $600, to be paid out the first check in February (1st semester) or last check in June (2nd semester). If a teacher experiences the death of an immediate family member (spouse, child, father, mother, brother, sister, grandparents, grandchildren of employee or spouse), the 3 days utilized for this death shall not count towards the 2 days of personal or sick leave per semester (one instance per school year). It is the responsibility of the teacher to make the Director of Finance aware when this situation exists and the teacher may be required to provide an obituary as documentation. If a teacher utilizes a personal day on a district provided professional development day, they do not qualify for the $600 payment for that semester, even if they are absent two (2) or less days that semester. All teachers will have their remaining days accumulate toward the 150 day sick day maximum.

2. Teachers who have reached the 150 day maximum will receive $50.00 for each unused sick day beyond 150 that was not used in a particular year.

C. Any teacher who does not complete his contract year will have his/her cumulative sick leave tabulated in proportion to the unexpired school calendar. Excessive sick days that have been used will be deducted at this current contract rate.

D. Any teacher whose personal illness extends beyond the period compensated shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness up to one (1) year. Extensions may be granted at the discretion of the Board of Education. Upon return from leave, a teacher shall be assigned to the same position, or a substantially equivalent position, if available. In order to return from leave, a written notice shall be given thirty (30) days in advance of return. Seniority shall be frozen.

E. Leaves of absence with pay, chargeable against the teacher's allowance, shall be granted by the building principal if the following conditions exist:

1. Personal illness, accident or injury, the teacher may use all or any portion of his or her accumulated sick days to recover from his or her own illness, accident or injury. (Intentional and/or voluntary disabilities are excluded).
2. Illness in the immediate family (define immediate family as the teacher, spouse, child, mother and father, and also included is anyone else living in the same household as the teacher), three (3) days per illness; additional time may be granted by the building principal
3. Three (3) days when emergency family illness requires the teacher to make arrangements for necessary medical or nursing care. The immediate family is defined as spouse, child, father, mother, brother, sister, grandparents, grandchildren of employee or spouse, and anyone else living in the same household as the teacher. Additional time may be granted by the building principal
4. Death in the immediate family, the teacher may take a maximum of three (3) days per death. Additional time may be granted by the building principal. The immediate family shall be defined as spouse, child, father, mother, brother, sister, grandparents, grandchildren of employee or spouse, and anyone else living in the same household as the teacher.
5. Attendance at a ceremony awarding a degree to the staff member providing the institution requires attendance.
6. Teachers will have four (4) personal days per year beyond their eight (8) sick days to be used for any reason. Except in cases of Emergency, teachers will give the building administrator written notice of their intent to use a personal day(s) at least 5 days in advance. In the event a teacher needs more than 2 days in a row, they will get prior approval from their building administrator. Personal leave will not be granted the day immediately preceding or the day immediately following scheduled breaks, Labor Day, Thanksgiving, Christmas, Spring Break and Memorial Day or holiday vacation period or the first or last day of the school year. Only 7% of the staff can be gone on any one day for personal reasons. Any sick days used prior or after the following scheduled breaks, Labor Day, Thanksgiving, Christmas, Spring Break and Memorial Day or vacation period or first and last day of the school year must provide a doctor's note upon their return.

7. In case of extenuating circumstances, exceptions may be made by the Building Principal or the Superintendent. If the teacher is denied by the Building Administrator and Superintendent, they may present their situation to the Board for review.
8. To the extent that absence from work is compensated by Worker's Compensation. A teacher absent from work because of communicable diseases such as SARS, meningitis, mumps, scarlet fever, measles or chickenpox shall not be charged with sick leave, if the disease causing such absence is shown to be present in the school at the time contracted by said teacher. To the extent that any absence not compensable by Worker's Compensation, sick leave may be used.

F. Leaves of absence with pay, not chargeable against the teacher's allowance, shall be granted by the building principal for the following reasons:

1. An employee who serves on jury duty shall be paid the full amount he/she would have earned for each day in which the employee reports for or performs jury duty and on which he/she otherwise would have been scheduled to work up to a limit of sixty (60) in any one school year, provided the employee turns over to the employer the amount received for jury duty on the days when the employee would have otherwise been undertaking regular assigned work in the district. If the employee is released early from jury duty he/she shall contact the principal to determine whether to return to work.
2. Approved visitation at other schools or for attending educational conferences, including association educational conferences, which have been approved in advance by the teacher's principal. If the Board approves a conference but does not elect to reimburse any portion of said conference, a teacher may be permitted to go to the conference at his/her expense and the Board will not deduct the day or charge the teacher for the substitute.
3. Time necessary to take the selective service physical examination, not to exceed two (2) days. There may be exceptions to this.

ARTICLE 11 - NON-COMPENSABLE LEAVES OF ABSENCE

A. Leaves of absence for tenure teachers, with increment but without pay, shall be granted upon application by April 15th for the following purposes: (the Superintendent may grant a later application.)

1. Study related to the teacher's certificate/licensed field of study or to meet eligibility requirements for a certificate/endorsement/license other than that held by the teacher.
2. Study, research of special teaching assignments involving probable advantage to the school system.
3. Full-time participation in the Peace Corps, up to a maximum of two (2) years.
4. Sabbatical leaves will be granted for a period of one (1) year. Total shall not exceed five (5%) percent of the staff per any one year.

All requests listed above must be made in writing on the form provided by the administration with all necessary information included. Requests listed above are subject to the approval of the Superintendent of Schools. Seniority will be frozen.

B. Leaves of absence without pay or increment shall be granted upon application for the reasons stated below. Application to return from one of the leaves mentioned below shall be filed with the Superintendent's office no later than March 15th proceeding the September in which the teacher wishes to return, and no later than November 1st, if he/she wishes to return at the beginning of the second semester. Seniority shall be frozen.

1. A leave of absence for up to twelve (12) months without pay shall be granted to any teacher for the purpose of child care. Said leave shall commence upon the request of the teacher or his/her doctor. The leave request must specify the intended date of return. The leave may be extended at the discretion of the Board of Education. In the event of a miscarriage or death of the object child of the leave of absence, the leave may be terminated upon the request of the teacher within thirty (30) days advanced notice.
2. Officers of the Teachers' Association or those appointed to its staff, may upon proper application and/or ninety (90) days' notice, be given leave for the period of one (1) contract year for the purpose of performing duties for the Association.
3. Elected officials to a public office may be granted leave by semester to serve in that public office, limited for no longer than two (2) years after the leave is granted. This applies only to tenured teachers.
4. Because of mental or physical illness, it may sometimes be necessary for the Board to place a teacher on involuntary sick leave. In such cases, the Board may, at its own expense, require a teacher to submit to a mental or physical examination by an appropriate specialist or specialists to determine whether involuntary sick leave is warranted. To assist the Board in determining whether a teacher should be required to submit to such an examination, a committee consisting of the Superintendent, the principal of the building concerned and the President of the C.E.A. This Committee will be convened in closed session at the call of the Superintendent, shall consider the reasons for or against requiring a mental or physical exam of the teacher concerned and shall report back to the Board its findings in executive session. Any teacher whose personal illness extends beyond the period compensated by sick leave will be granted a leave of absence without pay or increment for such time as is necessary for complete recovery to a maximum of one (1) year. Further extensions may be granted at the will of the Board.
5. A voluntary general purpose leave may be granted for a period of up to one (1) year upon application by the teacher and approval of the Board of Education. Seniority shall be frozen. Upon the teacher's or Board's request and their mutual agreement, the leave may be extended yearly, thereafter, for up to two (2) years. This applies only to tenured teachers.
6. A voluntary part-time leave may be granted for a period of one (1) year upon application by the teacher and approval of the Board of Education. Application for this part-time leave shall be made no later than April 15 to the Superintendent. While the teacher is employed on a part-time basis full seniority and increment shall be granted. The teacher shall receive prorated compensation and benefits as stated in Article 16. Upon return from the part time leave the teacher shall be returned to the same or similar position if available. Upon the teacher's request to the Board and their mutual agreement, the part-time leave may be extended yearly thereafter for up to a total of two (2)

years. Notification of return to full time or requests for an extension of the part-time leave shall be made no later than March 15 to the Superintendent.

C. Leave shall be granted to eligible employees pursuant to Family Medical Leave Act for up to 12 weeks as provided by the Act. Applicable paid leave shall be concurrent with FMLA. If an employee fails to return upon expiration of FMLA on own volition the employee shall repay the District paid insurance at the district's discretion.

ARTICLE 12 – PROFESSIONAL DEVELOPMENT & ACADEMIC WORK

A. The parties support the principle of continuing training of teachers, participation by teachers in professional organizations in the areas of their specialization, leaves, work on advanced degrees or special studies and participation in community education projects.

B. At the request of the Association or on the School Board's initiative, arrangements shall be made for after-school courses, workshops, conferences and programs designed to improve the quality of instruction. Every effort will be made to obtain people of the highest qualifications to participate in the presentation of such a program. All teachers desiring to attend shall be allowed to do so.

C. Academic Work Beyond Bachelor's Degree

1. All academic work beyond the bachelor's degree shall be considered graduate credit and shall be the 500 level or above. Undergraduate courses shall only be permitted if they are: part of an approved program leading to a graduate degree at an accredited institution, or they are directly related to the academic areas in which the teacher is providing instruction and are pre-approved by the Superintendent.
2. All work must be taken as an institution of higher education, accredited by the North Central Association of Colleges and Schools or the National Council of Accreditation of Teacher Education Institutions.
3. Hours completed prior to September 1, shall receive credit in the current year. Hours completed after September 1, shall receive credit in the next contract year. It is the responsibility of the teacher to submit proof of the hours by November 1. Such hours must average B or better. All hours appearing on the transcript shall be averaged to determine the final average.

ARTICLE 13 – SENIORITY

A. DEFINITIONS:

1. Certified: A teacher holding a State of Michigan recognized valid teaching certificate or certification accepted or approved by the Michigan Department of Education. A teacher will be considered certified for only those areas listed on his/her teaching certificate or certification accepted or approved by the Michigan Department of Education and any additional areas a college or university verifies as of November 10th or March 10th of each year.
2. The Association will be given a copy of the master class schedule each year.

3. Seniority shall be based upon the first day of work minus any leave time during which seniority did not accumulate.
4. Seniority List: A list of bargaining unit members (active and laid off) based on length of teaching service in this district and including the following information:
   a. Majors\Minors\Endorsements
   b. Degrees\Certification
   c. Hire Date
   d. Tenure\Probation
   e. Status (teaching, layoff, leaves)
5. A district-wide seniority list of bargaining unit members shall be established and agreed upon between the parties within thirty (30) days of the signing of this contract. The date which controls length of service shall be the first day of work commencing a period of continuous employment, including authorized leaves, to the date of such reduction. The Association will be notified of any subsequent change in the seniority list as soon as they become known. The seniority list shall be posted by October 1 each year. Employees may object to the list within 30 days thereafter the list shall be final and conclusive.
6. Lottery: When two or more teachers have the same seniority, their position on the seniority list shall be determined by drawing lots. Association and Board representatives shall conduct the lottery and the results shall be written down and signed. Teachers involved shall be provided with an opportunity to be present.
7. Thirty (30) days' notice shall be given prior to discontinuance of service whenever possible.
8. Teachers laid off shall not have their length of service broken and shall accumulate seniority. Sick leave shall be frozen for use upon return.

B. Miscellaneous Conditions:

1. Copies of the list of "layoff" and "recall" correspondence will be sent to the president of the C.E.A.
2. An employee who fails to report for work upon notice of recall from layoff shall have his/her seniority and employment terminated. Notice of recall shall be sent by registered letter to the employee's last known address. It shall be the responsibility of the individual teacher to keep the Board informed as to his/her correct address. Any employee who fails to report upon receipt of recall notice shall be recorded as an voluntary quit except that if the employee is teaching in another school system, the employee must report as soon as he/she completes or is released from his/her contract or if the employee is sick or pregnant, they will be placed on leave until they are able to return Seniority shall also be terminated in the event of resignation, quit, failure to timely return from leave of absence, or discharge.
3. If the procedure results in any part-time positions, the teachers so affected will receive proportionate salary and fringe benefits and will accrue seniority at the same rate as full-time teachers.

ARTICLE 14– MISCELLANEOUS PROVISIONS

A. Copies of the Agreement shall be printed at the expense of the School Board and presented to all teachers now employed or hereafter employed by the School Board.

B. No contract shall be submitted to a teacher for his/her signature until the contract has been signed by the School Board or its representative.

C. A joint Labor and Management Committee shall be established. A maximum of eight (8) representatives for each party shall be allowed unless the parties mutually agree to have additional representatives at the meetings. The committee shall meet once a month during the school year. The committee shall meet to discuss any problems not presently the subject of any grievances.

D. The parties will confer from time to time for the purpose of improving the selection and use of educational tools, and the Board will undertake to implement all joint decisions made by its representatives and the Association. The Board agrees at all times to keep the school reasonably and properly equipped and maintained.

E. If any portion of this agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

F. If an emergency financial manager is appointed by the state under PA 4 of 2011, Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

ARTICLE 15 - SICK BANK

A. The Sick Leave Bank is intended for use by employees covered under this agreement. Teachers may voluntarily contribute days to the sick bank in the month of September each year.

B. When a teacher or their immediate family member has a serious medical condition (and has FMLA paperwork on file with the district) that has caused them to exhaust all of their accumulated sick leave plus an additional five (5) scheduled work days, they may submit a sick bank form to their direct supervisor to apply for use of sick bank days.

C. A teacher is only eligible if they have contributed at least one (1) day within the last two (2) school years. Eligible teachers are able to request up to fifteen (15) days per year from the sick bank.

D. The intent of this bank is to assist teachers or their immediate family members that have suffered a medical hardship during their tenure at Carrollton Public Schools and not to supplement a casual use of accumulated sick leave. The immediate family is defined as spouse, child, and anyone else living in the same household as the teacher.

E. If an employee who has requested use of the sick bank days is denied, administration must present a formal statement of the denial to the School Board at their next official board meeting. At this meeting the Board of Education will make a final decision.

F. When there is an adjustment to the number of days in the sick bank (days added in September or anytime days are used) an update with the current number of days will be presented to the CEA president.

ARTICLE 16 – FRINGE BENEFITS

A. The School Board agrees to provide MESSA medical and ancillary (non-medical) insurance for each member of the Association MESSA Plans A and B include medical and ancillary coverage and MESSA Plan C includes only ancillary (non-medical) coverage for those employees not electing health insurance -

Plan A

MESSA Choices (5V)
$300/$600 deductible
0% Coinsurance
$10 Rx Coverage
$10/$10/$10 (OL/OV/SV) Copay
$25/$50 (UC/ER) in network copays
Long-Term Disability:
Replacement: (66 2/3 %)
Maximum Benefit: $5,000 maximum
Waiting Period: 90 Calendar Days Straight Wait
Social Security Offset: Family
Own Occupation: 2 years Minimum Benefit: 5%
Survivor Income Benefit: 0 months
Pre-Existing Conditions: Waived
Freeze on Offsets: Yes COLA: No
Alcohol/Drug: Same as any other illness
Mental/Nervous: Same as any other illness
Educational Supplemental Program: No
Negotiated Life ($45,000 AD & D)
Vision (VSP-3 Plus)
Dental (80/80/80/80: $2,500 Annual Maximum, $2,000 Orthodontic Lifetime Maximum
Basic Term Life with medical of $5,000

OR

Plan B

MESSA ABC Plan 1
$1400 (1P) /$2800 (2P & FF), changes are determined by law
In-Network Copay $0/$0/$0 (OL/OV/SV)
$0/$0 UC/ER Copay
Coinsurance 0%
Drug Plan – ABC Rx
Long-Term Disability:
Replacement: (66 ⅔ %)
Maximum Benefit: $5,000 maximum

Waiting Period: 90 Calendar Days - Straight Wait
Social Security Offset: Family
Own Occupation: 2 years Minimum Benefit: 5%
Survivor Income Benefit: 0 months
Pre-Existing Conditions: Waived
Freeze on Offsets: Yes COLA: No
Alcohol/Drug: Same as any other illness
Mental/Nervous: Same as any other illness
Educational Supplemental Program: No

Negotiated Life ($45,000 AD & D)
Vision (VSP-3 Plus)
Dental (80/80/80/80), $2,500 Annual Maximum, $2,000 Orthodontic Lifetime Maximum
Basic Term Life with medical of $5,000

B. MESSA Ancillary Benefits (non-medical) (for employees not electing health insurance) includes:

Plan C

Long-Term Disability (Same as Plan A and Plan B)
Negotiated Life ($50,000 AD &D)
Vision (VSP-3 Plus)
Dental (Same as Plan A and Plan B) and
Cash in lieu of premiums paid pursuant to a valid IRS Section 125 Cafeteria Plan on the following scale:

	Per Semester
1-7 participants	$500
8-10 participants	$1,250
11-13 participants	$2,000
14 and above participants	$3,000

Semester payments to be paid second pay in February and second pay in June. In the event a member leaves employment prior to completing the school year, their cash in lieu payment may be prorated.

C. Employees working at least half time but less than full time will be eligible for their choice of one of the following options:

1. Health Insurance (including ancillary benefits)
2. MESSA Plan C - without the cash in lieu

D. For employees taking medical insurance (Plan A or Plan B), the district shall contribute 80% of the medical (which includes non-medical benefits) insurance premiums as described above and the employee the remaining 20% plus all taxes and assessments.

For employees taking non-medical benefits only (Plan C), the district shall contribute 80% of the total premium and Employees shall contribute 20%.

The employee contribution shall be subject to payroll deduction and will be deducted in equal bi-weekly amounts from the first employee paycheck.

E. Employees who enroll in a MESSA ABC Plan, beginning January 1, 2023, the district shall pay their annual contribution of 80% of the annual deductible to each eligible employee's individual Health Savings Account (HSA) in two installments annually (40% in January and 40% in July).

The employee's premium contribution will be payroll deducted, in equal bi-weekly amounts from the employee's first paycheck (starting January 1, 2023) through a qualified Section 125 Plan and, as such, will not be subject to withholding. The employer's "qualified Section 125 Plan" shall include any and all of the provisions necessary for pre-tax contributions to the employee's HSA accounts administered through Health Equity (HEQ).

Employees may contribute, through payroll deduction and electronic transfer, additional money into their Health Equity (HEQ) HSA up to the maximum amounts allowed by Federal Law.

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 1, the deductible will automatically adjust to meet the federal minimum requirement.

F. Insurance will be provided with employee premium co-pays in accordance with the law for a twelve (12) month period from September 1 until August 31.

ARTICLE 17 - SHARED TIME PROGRAM

Representatives of the Carrollton Education Association (CEA) and Carrollton Board of Education recognize the limited resources that exist to operate programs. It is a point-of-emphasis by the State of Michigan to work smartly in cooperation with public and private partners.

Therefore be it known, a Shared Time Agreement will be established that will employ non affiliated staff for the expressed purpose of teaching specific class(es) at Valley Lutheran High School, Bethlehem Lutheran, Peace Lutheran, St. John Amelith, Faith Lutheran, Immanuel Lutheran Frankentrost, Trinity Lutheran Monitor, Trinity Lutheran Reese, Zion Lutheran Auburn, St. Paul Lutheran, Zion Lutheran Bay City, Holy Cross Lutheran Saginaw, Auburn Area Catholic, Immanuel Lutheran Bay City, St. Elizabeth, and All Saints Elementary, Middle, and High Schools for 2016-17. These classes will be in non-core subject areas as requested by Valley Lutheran High School, Bethlehem Lutheran, Peace Lutheran, St. John Amelith, Faith Lutheran, Immanuel Lutheran Frankentrost, Trinity Lutheran Monitor, Trinity Lutheran Reese, Zion Lutheran Auburn, St. Paul Lutheran, Zion Lutheran Bay City, Holy Cross Lutheran Saginaw, Auburn Area Catholic, Immanuel Lutheran Bay City, St. Elizabeth, St. Brigid, St. Michael, St. Lorenz, St. Peter and All Saints Elementary, Middle, and High Schools as allowed under the law. Current members of the Carrollton Education Association are not subject to transfer to these positions.

These nonaffiliated staff will be selected jointly by St. Lorenz, St. Peter, Valley Lutheran, Bethlehem, Peace Lutheran, St. John Amelith, Faith Lutheran, Immanuel Lutheran Frankentrost, Trinity Lutheran Monitor, Trinity Lutheran Reese, Zion Lutheran Auburn, St. Paul Lutheran, Zion Lutheran Bay City, Holy Cross Lutheran Saginaw, Auburn Area Catholic,

Immanuel Lutheran Bay City, St. Elizabeth, St. Brigid, St. Michael, St. Lorenz, St. Peter and All Saints Elementary, Middle, and High Schools and Carrollton administration. These non-affiliated staff will be compensated by a system developed jointly by Valley Lutheran, Bethlehem Lutheran, Peace Lutheran, St. John Amelith, Faith Lutheran, Immanuel Lutheran Frankentrost, Trinity Lutheran Monitor, Trinity Lutheran Reese, Zion Lutheran Auburn, St. Paul Lutheran, Zion Lutheran Bay City, Holy Cross Lutheran Saginaw, Auburn Area Catholic, Immanuel Lutheran Bay City, St. Elizabeth, and All Saints Elementary, Middle, and High Schools and Carrollton and will follow closely the current wage structure used at Valley Lutheran, Bethlehem, Peace, St. John Amelith, Faith Lutheran, Immanuel Lutheran Frankentrost, Trinity Lutheran Monitor, Trinity Lutheran Reese, Zion Lutheran Auburn, St. Paul Lutheran, Zion Lutheran Bay City, Holy Cross Lutheran Saginaw, Auburn Area Catholic, Immanuel Lutheran Bay City, St. Elizabeth, St. Brigid, St. Michael, St. Lorenz, St. Peter and All Saints Elementary, Middle, and High Schools, not Carrollton. Current members of the CEA are not subject to transfer to these positions.
Once selected, these non-affiliated staff will have no seniority within the CEA, are at will employees, and will not be members of the CEA.

(They *may* apply for future vacancies just like anyone may apply from "the outside.")

ARTICLE 18 – EMERGENCY FINANCIAL MANAGER

If an emergency financial manager is appointed by the State under PA 4 of 2011, Fiscal Accountability Act, the emergency manager may reject, modify or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

If an emergency financial manager is appointed by the state under the Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

ARTICLE 19 – DURATION

This Agreement shall be effective as of July 1, 2022 through June 30, 2026 with a wage reopener for the 2025-2026 school year.

This Agreement is the complete agreement between the parties and replaces in every respect any other agreement between the parties.

CARROLLTON
BOARD OF EDUCATION

President

Secretary

Superintendent

Date: 6/30/22

CARROLLTON
EDUCATION ASSOCIATION

President

Member of Bargaining Committee

7-26-22

Date: 6-30-22

SCHEDULE A - SALARY
K-12 TEACHERS ONLY

Carrollton Public Schools					
2022-23 Salary Schedule					
STEP	**BA-0**	**BA-20**	**EDS-0**	**MA-0**	**MA-15**
1	$ 44,031	$ 44,031	$ 44,791	$ 44,031	$ 44,031
1.5	$ 44,031	$ 44,031	$ 45,692	$ 44,031	$ 44,419
2	$ 44,031	$ 44,031	$ 46,591	$ 44,603	$ 45,291
2.5	$ 44,031	$ 44,031	$ 47,527	$ 45,497	$ 46,199
3	$ 44,031	$ 44,031	$ 48,464	$ 46,392	$ 47,110
3.5	$ 44,031	$ 44,111	$ 49,438	$ 47,323	$ 48,058
4	$ 44,047	$ 44,978	$ 50,413	$ 48,254	$ 49,007
4.5	$ 44,931	$ 45,882	$ 51,429	$ 49,226	$ 49,991
5	$ 45,815	$ 46,786	$ 52,447	$ 50,198	$ 50,978
5.5	$ 46,735	$ 47,725	$ 53,506	$ 51,209	$ 52,006
6	$ 47,655	$ 48,663	$ 54,568	$ 52,220	$ 53,035
6.5	$ 48,615	$ 49,644	$ 55,671	$ 53,275	$ 54,108
7	$ 49,572	$ 50,625	$ 56,773	$ 54,329	$ 55,089
7.5	$ 50,571	$ 51,645	$ 57,924	$ 55,429	$ 56,297
8	$ 51,569	$ 52,665	$ 59,073	$ 56,527	$ 57,412
8.5	$ 52,610	$ 53,729	$ 60,273	$ 57,673	$ 58,575
9	$ 53,651	$ 54,794	$ 61,473	$ 58,819	$ 59,738
9.5	$ 54,735	$ 55,903	$ 62,720	$ 60,012	$ 60,952
10	$ 55,819	$ 57,011	$ 63,971	$ 61,205	$ 62,166
10.5	$ 56,950	$ 58,166	$ 65,271	$ 62,448	$ 63,430
11	$ 58,081	$ 59,322	$ 66,572	$ 63,691	$ 64,694
11.5	$ 59,258	$ 60,526	$ 67,928	$ 64,986	$ 66,009
12	$ 60,437	$ 61,731	$ 69,284	$ 66,282	$ 67,325
12.5	$ 61,664	$ 62,984	$ 70,523	$ 67,631	$ 68,699
13	$ 62,892	$ 64,239	$ 71,762	$ 68,981	$ 70,070
13.5	$ 64,169	$ 65,545	$ 73,409	$ 70,388	$ 71,498
14	$ 65,448	$ 66,852	$ 75,057	$ 71,794	$ 72,928
14.5	$ 66,940	$ 68,380	$ 76,776	$ 73,439	$ 74,599
15	$ 68,435	$ 69,907	$ 78,495	$ 75,084	$ 76,271
15L1 (103% of level 15 with 16-19 YOS @CPS)	$ 70,488	$ 72,004	$ 80,850	$ 77,337	$ 78,559
16 (103% of level 15 with 16-19 YOS @CPS)	$ 70,488	$ 72,004	$ 80,850	$ 77,337	$ 78,559
17(103% of level 15 with 16-19 YOS @CPS)	$ 70,488	$ 72,004	$ 80,850	$ 77,337	$ 78,559
18(103% of level 15 with 16-19 YOS @CPS)	$ 70,488	$ 72,004	$ 80,850	$ 77,337	$ 78,559
19(103% of level 15 with 16-19 YOS @CPS)	$ 70,488	$ 72,004	$ 80,850	$ 77,337	$ 78,559

20(106% of level 15 with 20-24 YOS @CPS)	$ 72,541	$ 74,101	$ 83,205	$ 79,589	$ 80,847
21(106% of level 15 with 20-24 YOS @CPS)	$ 72,541	$ 74,101	$ 83,205	$ 79,589	$ 80,847
22(106% of level 15 with 20-24 YOS @CPS)	$ 72,541	$ 74,101	$ 83,205	$ 79,589	$ 80,847
23(106% of level 15 with 20-24 YOS @CPS)	$ 72,541	$ 74,101	$ 83,205	$ 79,589	$ 80,847
24(106% of level 15 with 20-24 YOS @CPS)	$ 72,541	$ 74,101	$ 83,205	$ 79,589	$ 80,847
25(109% of level 15 with 25-29 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
26(109% of level 15 with 25-29 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
27(109% of level 15 with 25-29 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
28(109% of level 15 with 25-29 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
29(109% of level 15 with 25-29 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
30(109% of level 15 with 30 YOS @CPS)	$ 74,594	$ 76,199	$ 85,560	$ 81,842	$ 83,135
30(109% of level 15 with 30 YOS @CPS)	$ 74,473	$ 76,080	$ 85,449	$ 81,727	$ 83,022
$2000 increase over FY'21-22, steps 1-5 retention bonus of an additional $2000/year, paid at end of school year					

Teachers do not receive Longevity pay (15L1) until they begin their 16th year of service in Carrollton School District.

Carrollton Public Schools					
2023-24 Salary Schedule					
STEP	**BA-0**	**BA-20**	**EDS-0**	**MA-0**	**MA-15**
1	$ 45,531	$ 45,531	$ 46,291	$ 45,531	$ 45,531
1.5	$ 45,531	$ 45,531	$ 47,192	$ 45,531	$ 45,919
2	$ 45,531	$ 45,531	$ 48,091	$ 46,103	$ 46,791
2.5	$ 45,531	$ 45,531	$ 49,027	$ 46,997	$ 47,699
3	$ 45,531	$ 45,531	$ 49,964	$ 47,892	$ 48,610
3.5	$ 45,531	$ 45,611	$ 50,938	$ 48,823	$ 49,558
4	$ 45,547	$ 46,478	$ 51,913	$ 49,754	$ 50,507
4.5	$ 46,431	$ 47,382	$ 52,929	$ 50,726	$ 51,491
5	$ 47,315	$ 48,286	$ 53,947	$ 51,698	$ 52,478
5.5	$ 48,235	$ 49,225	$ 55,006	$ 52,709	$ 53,506
6	$ 49,155	$ 50,163	$ 56,068	$ 53,720	$ 54,535
6.5	$ 50,115	$ 51,144	$ 57,171	$ 54,775	$ 55,608
7	$ 51,072	$ 52,125	$ 58,273	$ 55,829	$ 56,589
7.5	$ 52,071	$ 53,145	$ 59,424	$ 56,929	$ 57,797
8	$ 53,069	$ 54,165	$ 60,573	$ 58,027	$ 58,912
8.5	$ 54,110	$ 55,229	$ 61,773	$ 59,173	$ 60,075
9	$ 55,151	$ 56,294	$ 62,973	$ 60,319	$ 61,238
9.5	$ 56,235	$ 57,403	$ 64,220	$ 61,512	$ 62,452
10	$ 57,319	$ 58,511	$ 65,471	$ 62,705	$ 63,666
10.5	$ 58,450	$ 59,666	$ 66,771	$ 63,948	$ 64,930
11	$ 59,581	$ 60,822	$ 68,072	$ 65,191	$ 66,194
11.5	$ 60,758	$ 62,026	$ 69,428	$ 66,486	$ 67,509
12	$ 61,937	$ 63,231	$ 70,784	$ 67,782	$ 68,825
12.5	$ 63,164	$ 64,484	$ 72,023	$ 69,131	$ 70,199
13	$ 64,392	$ 65,739	$ 73,262	$ 70,481	$ 71,570
13.5	$ 65,669	$ 67,045	$ 74,909	$ 71,888	$ 72,998
14	$ 66,948	$ 68,352	$ 76,557	$ 73,294	$ 74,428
14.5	$ 68,440	$ 69,880	$ 78,276	$ 74,939	$ 76,099
15	$ 69,935	$ 71,407	$ 79,995	$ 76,584	$ 77,771
15L1 (103% of level 15 with 16-19 YOS @CPS)	$ 72,033	$ 73,549	$ 82,395	$ 78,882	$ 80,104
16 (103% of level 15 with 16-19 YOS @CPS)	$ 72,033	$ 73,549	$ 82,395	$ 78,882	$ 80,104
17(103% of level 15 with 16-19 YOS @CPS)	$ 72,033	$ 73,549	$ 82,395	$ 78,882	$ 80,104
18(103% of level 15 with 16-19 YOS @CPS)	$ 72,033	$ 73,549	$ 82,395	$ 78,882	$ 80,104
19(103% of level 15 with 16-19 YOS @CPS)	$ 72,033	$ 73,549	$ 82,395	$ 78,882	$ 80,104
20(106% of level 15 with 20-24 YOS @CPS)	$ 74,131	$ 75,691	$ 84,795	$ 81,179	$ 82,437

21(106% of level 15 with 20-24 YOS @CPS)	$ 74,131	$ 75,691	$ 84,795	$ 81,179	$ 82,437
22(106% of level 15 with 20-24 YOS @CPS)	$ 74,131	$ 75,691	$ 84,795	$ 81,179	$ 82,437
23(106% of level 15 with 20-24 YOS @CPS)	$ 74,131	$ 75,691	$ 84,795	$ 81,179	$ 82,437
24(106% of level 15 with 20-24 YOS @CPS)	$ 74,131	$ 75,691	$ 84,795	$ 81,179	$ 82,437
25(109% of level 15 with 25-29 YOS @CPS)	$ 76,230	$ 77,834	$ 87,195	$ 83,477	$ 84,770
26(109% of level 15 with 25-29 YOS @CPS)	$ 76,229	$ 77,834	$ 87,195	$ 83,477	$ 84,770
27(109% of level 15 with 25-29 YOS @CPS)	$ 76,229	$ 77,834	$ 87,195	$ 83,477	$ 84,770
28(109% of level 15 with 25-29 YOS @CPS)	$ 76,229	$ 77,834	$ 87,195	$ 83,477	$ 84,770
29(109% of level 15 with 25-29 YOS @CPS)	$ 76,229	$ 77,834	$ 87,195	$ 83,477	$ 84,770
30(109% of level 15 with 30 YOS @CPS)	$ 76,229	$ 77,834	$ 87,195	$ 83,477	$ 84,770

$1500 increase over FY'22-23, steps 1-5 retention bonus of an additional $2000/year, paid at end of school year

Teachers do not receive Longevity pay (15L1) until they begin their 16th year of service in Carrollton School District.

Carrollton Public Schools					
2024-25 Salary Schedule					
STEP	**BA-0**	**BA-20**	**EDS-0**	**MA-0**	**MA-15**
1	$ 46,531	$ 46,531	$ 47,291	$ 46,531	$ 46,531
1.5	$ 46,531	$ 46,531	$ 48,192	$ 46,531	$ 46,919
2	$ 46,531	$ 46,531	$ 49,091	$ 47,103	$ 47,791
2.5	$ 46,531	$ 46,531	$ 50,027	$ 47,997	$ 48,699
3	$ 46,531	$ 46,531	$ 50,964	$ 48,892	$ 49,610
3.5	$ 46,531	$ 46,611	$ 51,938	$ 49,823	$ 50,558
4	$ 46,547	$ 47,478	$ 52,913	$ 50,754	$ 51,507
4.5	$ 47,431	$ 48,382	$ 53,929	$ 51,726	$ 52,491
5	$ 48,315	$ 49,286	$ 54,947	$ 52,698	$ 53,478
5.5	$ 49,235	$ 50,225	$ 56,006	$ 53,709	$ 54,506
6	$ 50,155	$ 51,163	$ 57,068	$ 54,720	$ 55,535
6.5	$ 51,115	$ 52,144	$ 58,171	$ 55,775	$ 56,608
7	$ 52,072	$ 53,125	$ 59,273	$ 56,829	$ 57,589
7.5	$ 53,071	$ 54,145	$ 60,424	$ 57,929	$ 58,797
8	$ 54,069	$ 55,165	$ 61,573	$ 59,027	$ 59,912
8.5	$ 55,110	$ 56,229	$ 62,773	$ 60,173	$ 61,075
9	$ 56,151	$ 57,294	$ 63,973	$ 61,319	$ 62,238
9.5	$ 57,235	$ 58,403	$ 65,220	$ 62,512	$ 63,452
10	$ 58,319	$ 59,511	$ 66,471	$ 63,705	$ 64,666
10.5	$ 59,450	$ 60,666	$ 67,771	$ 64,948	$ 65,930
11	$ 60,581	$ 61,822	$ 69,072	$ 66,191	$ 67,194
11.5	$ 61,758	$ 63,026	$ 70,428	$ 67,486	$ 68,509
12	$ 62,937	$ 64,231	$ 71,784	$ 68,782	$ 69,825
12.5	$ 64,164	$ 65,484	$ 73,023	$ 70,131	$ 71,199
13	$ 65,392	$ 66,739	$ 74,262	$ 71,481	$ 72,570
13.5	$ 66,669	$ 68,045	$ 75,909	$ 72,888	$ 73,998
14	$ 67,948	$ 69,352	$ 77,557	$ 74,294	$ 75,428
14.5	$ 69,440	$ 70,880	$ 79,276	$ 75,939	$ 77,099
15	$ 70,935	$ 72,407	$ 80,995	$ 77,584	$ 78,771
15L1 (103% of level 15 with 16-19 YOS @CPS)	$ 73,063	$ 74,579	$ 83,425	$ 79,912	$ 81,134
16 (103% of level 15 with 16-19 YOS @CPS)	$ 73,063	$ 74,579	$ 83,425	$ 79,912	$ 81,134
17(103% of level 15 with 16-19 YOS @CPS)	$ 73,063	$ 74,579	$ 83,425	$ 79,912	$ 81,134
18(103% of level 15 with 16-19 YOS @CPS)	$ 73,063	$ 74,579	$ 83,425	$ 79,912	$ 81,134
19(103% of level 15 with 16-19 YOS @CPS)	$ 73,063	$ 74,579	$ 83,425	$ 79,912	$ 81,134
20(106% of level 15 with 20-24 YOS @CPS)	$ 75,191	$ 76,751	$ 85,855	$ 82,239	$ 83,497

21(106% of level 15 with 20-24 YOS @CPS)	$ 75,191	$ 76,751	$ 85,855	$ 82,239	$ 83,497
22(106% of level 15 with 20-24 YOS @CPS)	$ 75,191	$ 76,751	$ 85,855	$ 82,239	$ 83,497
23(106% of level 15 with 20-24 YOS @CPS)	$ 75,191	$ 76,751	$ 85,855	$ 82,239	$ 83,497
24(106% of level 15 with 20-24 YOS @CPS)	$ 75,191	$ 76,751	$ 85,855	$ 82,239	$ 83,497
25(109% of level 15 with 25-29 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860
26(109% of level 15 with 25-29 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860
27(109% of level 15 with 25-29 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860
28(109% of level 15 with 25-29 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860
29(109% of level 15 with 25-29 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860
30(109% of level 15 with 30 YOS @CPS)	$ 77,319	$ 78,924	$ 88,285	$ 84,567	$ 85,860

$1000 increase over FY'23-24, steps 1-5 retention bonus of an additional $2000/year, paid at end of school year

Teachers do not receive Longevity pay (15L1) until they begin their 16th year of service in Carrollton School District.

SCHEDULE B - SUPPLEMENTAL COMPENSATION

People conducting Schedule B activities must have a signed contract rider on file in the Superintendent's office before beginning the activity. It is understood that the following amounts will be paid only if the activity is conducted primarily after normal school hours. The amounts specified for each activity shall not apply to students should students be used to conduct specific functions listed in Schedule B. The percentage of pay for the positions on Schedule B varies according to the hired individual's experience in that activity. Employees with zero experience to less than two (2) years' experience will get the percent indicated of Step 1 of the Bachelor's scale. Employees with two (2) years' experience but less than four (4) will get the percent indicated of Step 3 of the Bachelor's scale. Employees with four (4) years' experience but less than six (6) will get the percent indicated of Step 5 of the Bachelor's scale. Employees with six (6) or more years' experience will get the percent indicated of Step 7 of the Bachelor's scale.

Athletics, High School	
BASEBALL	
Head Varsity Baseball	11.0
Assistant Varsity Baseball	4.0
JV Baseball	7.5
BASKETBALL	
Head Varsity Basketball	13.5
Assistant Varsity Basketball	4.0
JV Basketball	8.0
Freshman Basketball	7.0
BOWLING	
Varsity Bowling	7.0
Assistant Varsity Bowling (only if we have boys and girls team)	4.0
CHEERLEADING	
Varsity Sideline Cheer	5
JV Sideline Cheer	4.0
Head Varsity Competitive Cheer	6.0
Asst. Varsity Competitive Cheer	5.0
FOOTBALL	
Head Varsity Football	13.5
Assistant Varsity Football (3 coaches)	7.0
Head JV Football	7.5
Assistant JV Football (2 coaches)	6.5
SOFTBALL	
Varsity Softball	11.0
Assistant Varsity Softball	4.0
JV Softball	7.5

TRACK & CROSS-COUNTRY	
Co-Ed Head Track	12
Boys or Girls Track Asst. (3 positions)	6.0
Cross Country	8.0
VOLLEYBALL	
Head Varsity Volleyball	13.5
Assistant Varsity Volleyball	4.0
JV Volleyball	8
Freshman Volleyball	7.0
WRESTLING	
Varsity Wrestling	13.5
JV Wrestling	8.0
Athletics, Middle School	
BASKETBALL	
Eighth Grade Basketball	6.0
Seventh Grade Basketball	5.0
FOOTBALL	
MS Football Head Coach	6.0
MS Football Asst Coach	5.0
TRACK	
Middle School Track - Boys	6.0
Middle School Track - Girls	6.0
VOLLEYBALL	
Eighth Grade Volleyball	6.0
Seventh Grade Volleyball	5.0
WRESTLING	
MS Wrestling	5.0
CROSS COUNTRY	
MS Cross Country	5.0

Extra-Curricular, High School	
Career Fair Coordinator	$300.00
Debate	5.0
Director-HS Band	10.0
Forensics	4.0
Freshman Class Advisor	5.0
High School Choir	6.0
High School Robotics	5.0
High School Student Council Advisor (if assigned to a teacher)	6.0
Junior Class Advisor	5.0
National Honor Society	2.0
Newspaper	4.0
Quiz Bowl	1.0
Science Olympiad Coordinator	4.0
Senior Class Advisor	5.0
Sophomore Class Advisor	5.0
Yearbook	
With a class	4.0
Without a class	6.0
Extra-Curricular, Middle School	
Academic Track Coordinator	4.0
Academic Track Coach (per responsibility)	$100.00
8th Grade Trip Coordinator	3.0
Middle School Robotics	4.0
Director-MS Band	6.0
Middle School Yearbook	1.0
Middle School Choir	4.0
Middle School Student Council Advisor (If assigned to teacher)	4.0
Middle School Athletic Coordinator	6.0
Extra-Curricular, Elementary School	
Elementary School Robotics/Coding	2.5
Elementary School Student Council Advisor (If assigned to teacher)	4.0
Youth Football Head Coach	5.0
Extra-Curricular, General	
Drama (per production)	
With a class	3.0
Without a class	5.0

Musical (per production)	
With a class	4.0
Without a class	6.0
Technical Director for each production	
Music	1.0
Set	2.0
Costumes	2.0
Choreography	1.0
Lighting	1.0
Sound	1.0
Mentor	$500.00
Poverty Committee Chair	1.5
Poverty Committee Member	1.0
School Improvement Chair	1.5
School Improvement Co-Chair	1.5
School Improvement Member	1.0
Tech Team Member	1.0

The hourly rate will be $25.00 per hour for the 2022-2023, 2023-2024, 2024-2025, 2025-2026 school years.

Positions paid hourly rate shall be the following for the 2022-2023, 2023-2024, 2024-2025, 2025-2026 school years.

Hourly Rates	
School	$25.00
District requested and provided Conf. during vacation periods	$25.00

SCHEDULE C - SUBSTITUTE COVERAGE COMPENSATION

Emergency conditions which result in a lack of substitute shall be covered by reassignment of the available staff. In the event a substitute teacher is not available for a K-5 classroom, teachers may be asked to accept "overflow" students of not more than eight (8) into their class. Compensation for this coverage is paid as follows:

Teacher Coverages	**Compensation**
K-5 Overflow of Students (All Day)	$60 per Day
K-5 Overflow of Students (1/2 Day)	$30 per ½ Day
K-5 Overflow of Students per class period for specials classes	$10 per class period
Teacher Reassignment for Sub Coverage during Teacher Prep Hour	$25 per prep hour