Master Agreement

July 16, 2025 – June 30, 2029

between

Freeland Community School District
Board of Education

and

Freeland Education Association

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AGREEMENT

This Agreement is entered into by the Board of Education of the Freeland Community School District, Freeland, Michigan (the "Board" or the "Employer"), and the Freeland Education Association (the "Association"), affiliated with the Michigan Education Association and the National Education Association.

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

ARTICLE 1 - RECOGNITION

A. The Board recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of PERA, for all professional personnel, including personnel on tenure and probation, classroom teachers, special education classroom teachers, school counselors, instructional coaches, and school success mentors employed by the Board, but excluding the superintendent, all principals, executive personnel, substitutes, per diem appointments, and all other personnel. Except as otherwise provided in this Agreement, the term "teacher" when used in the Agreement refers to all employees represented by the Association in the bargaining unit unless otherwise specified below.

B. The Board will not negotiate wages, hours, and other terms and conditions of employment contained in this Agreement with any teacher organization other than the Association for the duration of this Agreement. The Board will not negotiate with individual teachers without notifying the Association. The Association will not attempt to negotiate with any other representatives of the Freeland Community School District other than those authorized by the Board of Education, including individual Board members.

C. Nothing contained herein shall be construed to deny or restrict any rights a teacher may have under law. The rights granted to teachers in this Agreement shall be deemed to be in addition to those provided elsewhere.

ARTICLE 2 - BOARD OF EDUCATION RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred on and vested in it by the laws and the Constitutions of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right to:

A. The exclusive management and control of the District, its property, facilities, operations, and affairs.

B. Hire all employees; subject to the provisions of law, to determine their qualifications, conditions of employment, dismissal, demotion, suspension, or layoff; to determine the number and scheduling, including business or school hours or days, of all employees; to promote or transfer all employees; to determine the size of the working force; and to assign duties to, and to direct, all employees.

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

D. Decide on the means and methods of instruction, selection of teaching materials, and the use of teaching aids of every kind and nature.

E. Determine services, supplies, and equipment; to determine all methods and means of distributing, disseminating, or selling its services, methods, scheduling, and standards of operation; to determine the means, methods, and processes of carrying on its services and duties; and to determine any changes in all of the preceding, including innovative programs and practices.

F. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, or departments, and the relocation or closing of offices, departments, buildings, or other facilities.

G. Determine all financial practices and policies, including all accounting procedures, and all matters pertaining to public relations of the school system and its programs.

H. Determine the size of management, its functions, authority, amount of supervision, and organization.

The exercise of the foregoing rights is limited only by the specific and express terms of this Agreement.

ARTICLE 3 - STRIKE PROHIBITION

The Association recognizes that strikes (as defined by Section 1 of PERA) by teachers are illegal and contrary to public policy. The 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 against the Board by any teacher or group of teachers.

ARTICLE 4 - USE OF SCHOOL FACILITIES

A. On the written request of the Association and approval by the Superintendent or designee, meeting facilities will be made available to the Association. Such use shall be consistent with the Board's Facilities Use Policy.

B. Use of the inter-school mail service, including e-mail, shall be granted to the Association for conducting school or Association business only, provided the Association complies with all Board policies. Because the District has a legal requirement to monitor use of its computer systems and internet service, it is understood that documents sent via e-mail may be viewed by the District's staff.

C. Association meetings shall not be conducted during the assigned teacher workday.

ARTICLE 5 - GRIEVANCE PROCEDURES

A. Definitions
   1. A "grievance" is an alleged violation, misinterpretation, or misapplication of specific provisions of this Agreement.
   2. An "aggrieved party" is the person or persons making a grievance.
   3. The "Freeland Education Association Executive Board" is comprised of the President, Vice President, Secretary, Treasurer, Building Representatives, Representative Assembly, and Saginaw Education Association Representative, Grievance Chair, and Executive Board appointees.

B. Purpose
   1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may from time to time arise. These proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
   2. These procedures shall not be construed as to limit the right of any employee having a grievance to discuss the matter informally with any appropriate administrator and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.
   3. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.
      a. The placing of a non-tenure employee on an additional year of probation.
      b. The termination of services or failure to re-employ any employee to a position in extra-curricular activities.

C. Procedure

In processing a grievance, the number of days indicated at each level should be considered a maximum unless extended by mutual agreement of the District and Association. Any extension of these time limits shall be in writing. If the aggrieved party or Association Executive Board fails to respond to an offered resolution within the time limits specified, the grievance will be deemed settled on the basis of that resolution. These time limits will be strictly observed. If the Administration fails to offer a resolution within the time limits specified, and the Association Executive Board intends to appeal, the written grievance will be immediately escalated by the aggrieved party or Association Executive Board to the next level. If a grievance is filed on or after June 1, which, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits in this Article may be reduced by mutual written agreement of the parties so that the Grievance Procedure may be exhausted before the end of the school term or as soon thereafter as is practicable.

1. Level One

   The teacher who feels that s/he has a grievance shall first take up the matter verbally with the Principal of the school or designee within six (6) work days following the act or condition which is the basis of the grievance, who will attempt to resolve it. The Principal or designee will inform the teacher within two (2) work days of his/her decision. Failure to do so will result in the grievance being advanced to Level Two.

2. Level Two

   If the Level One process fails to resolve the grievance (within ten (10) work days of the act or condition which is the basis of the grievance), the teacher shall reduce the grievance to writing specifying the section of the Agreement alleged to be violated, the event(s) that caused the alleged violation, and the remedy sought.

   a. Within five (5) work days of receipt of the grievance, the Principal or designee shall hold a conference in an attempt to satisfactorily resolve the grievance. At the time of the conference, the teacher may appear personally or s/he may be represented by an Association representative, or both. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teacher.
   b. Within five (5) work days after the grievance meeting, or longer if mutually agreed to, the Principal or designee shall answer such grievance in writing with the original to the teacher and a copy to the Association Building Representative and Association President or designee. Failure to do so will result in the grievance being advanced to Level Three.
   c. If the grievance is not appealed by the aggrieved party within ten (10) work days, the decision of the Principal or designee will be final.

3. Level Three

   If the teacher does not accept the decision of the Principal or designee, the grievance may be appealed to the Superintendent by submitting written notice to him/her within ten (10) working days from the date of the Principal's or designee's decision.

   a. Within ten (10) work days of receipt of the written appeal, the Superintendent or designee will hold a conference in an attempt to satisfactorily resolve the grievance. This conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the aggrieved party.
   b. Within ten (10) work days of the conference, or longer if mutually agreed to, the Superintendent, or designee shall answer such grievance in writing. Failure to do so will result in the Superintendent's decision being considered a grievance denial.
   c. The Superintendent's decision shall be final and binding unless appealed by the Association President or designee, acting on behalf of the Association Executive Board, to the next step within ten (10) work days from the date of the decision.

4. Level Four

   If the grievance is not settled at the preceding step, it may be submitted to arbitration at the election of the Association President on behalf of the Association Executive Board. The matters to be arbitrated shall be submitted to a single arbitrator, as follows:

   a. Within the ten (10) work days referred to in Level Three, c., the Association Executive

Board must give written notice to the Superintendent, setting forth specifically the nature of the grievance to be arbitrated. The arbitrator shall be selected by the American Arbitration Association in accordance with its rules.

b. This Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the Arbitrator in the same manner as other collective bargaining agreements. The function and purpose of the Arbitrator is to determine disputed interpretations of terms actually found in the Agreement, or to determine disputed facts on which the application of the Agreement depends.
   (i) The Arbitrator shall, therefore, not have authority to include the decision of any issue not submitted or to so interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction.
   (ii) The Arbitrator shall not give any decision which in practice or actual effect modifies, revises, detracts from, or adds to any of the terms or provisions of this Agreement.
   (iii) Past practice of the parties in interpreting or applying the terms of the Agreement can be relevant evidence, but may not be used so as to justify, or result in what is in effect a modification (whether by addition or deletion) of the written terms of this Agreement.
   (iv) The Arbitrator has no obligation or function to render a decision or not to render a decision merely because, in the Arbitrator's opinion, such a decision is fair or equitable or because in the Arbitrator's opinion it is unfair or inequitable.

c. If either party claims that a particular grievance fails to meet the tests of arbitrability, as the same are set forth in this Article (Grievance Procedures), the Arbitrator shall first decide the arbitrability issue before hearing the case on the merits. The Arbitrator shall have the authority to determine whether to hear the case on its merits at the same hearing in which the jurisdictional question is presented. Where the Arbitrator determines that the grievance fails to meet the arbitrability test, the Arbitrator shall refer the case back to the parties without a recommendation on the merits. The Arbitrator shall have no authority to issue a decision on the merits of a prohibited or illegal bargaining subject.

d. Unless expressly agreed to by the parties in writing, the Arbitrator is limited to hearing one (1) grievance, including its arbitrability at any one hearing, on its merits.

e. All cases may be presented to the Arbitrator in the form of a written brief prepared by each party setting forth the facts and its position and supporting arguments. The Arbitrator shall proceed with the hearing process as per the rules and guidelines of the American Arbitration Association. Within thirty (30) work days after the close of the hearing or the filing of post hearing briefs (if so desired by either party), the Arbitrator shall issue a decision which shall be final and binding. The Arbitrator's decision shall conform with the Michigan Uniform Arbitration Act, MCL 691.1681 *et seq.*

f. The cost for the services of the Arbitrator, including per diem expenses if any, and actual and necessary travel and subsistence expenses will be borne by the losing party.

D. Rights of Teachers to Representation

1. No reprisals of any kind will be taken by either party or by any administrator against any party in interest, any school representative, or any other participant in the grievance procedure by reason of such participation.
2. A teacher may represent him/herself at Level One, Two and Three of this procedure provided, however, an Association representative may be present. The Association Executive Board or designee shall be the sole representative of teachers in any arbitration hearing.

E. Miscellaneous

1. If a grievance affects a group or class of teachers, the Association President or designee, on behalf of the Association Executive Board, may submit such grievance in writing to the Superintendent or designee directly, and the processing of such grievance will be commenced at Level Three within ten (10) work days following the act or condition which is the basis of the grievance.

2. Decisions rendered at Levels Two and Three of the grievance procedure will be in writing setting forth the reasons therefore and will be promptly transmitted to the aggrieved party and the Association President or designee, acting on behalf of the Association Executive Board. Decisions at Level One will be presented in writing to the aggrieved party and the Association Building Representative. This paragraph does not apply to decisions that are considered grievance denials for failure to respond.
3. All documents, communications and records dealing directly with the processing of a grievance will be filed separately from the personnel files of the participants. This provision does not preclude the inclusion of appropriate materials in the employee's personnel file. Records of discipline will not be removed from an employee's personnel file unless permitted by law or the Board is ordered to do so by an Arbitrator.
4. The sole remedy available to any employee for the alleged breach of this Agreement or the alleged violation of his/her rights under this Agreement will be pursuant to the grievance procedure; provided, however, that nothing in this Agreement will deprive an employee of any legal right which s/he presently has, provided that if an employee or the Association elects to pursue any legal or statutory remedy, such election will bar any further or subsequent proceedings for relief under this Article.
5. In the investigation of any grievance, Association representatives will report to the Principal or designee of the building being visited, if available, and state the purpose of the visit immediately on arrival.

ARTICLE 6 - TEACHING CONDITIONS

A. The Board and the Association will work together to resolve any and all problems which might have a negative effect on the teaching staff.

B. It is 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 used to this end.

C. Class Sizes (including co-taught classes):
1. If at any time the K-1 classroom exceeds twenty-six (26) students, the 2-3 classroom exceeds twenty-eight (28) students, or the 4-5 classroom exceeds thirty (30) students, a rate of $1.25 per day per student in excess of the noted class size will be paid for added special education students for up to one (1) hour, or $2.50 for any excess general education students or excess special education students for over one (1) hour. The overload in K-5 classrooms will not exceed four (4) students.
2. K-5 "special classes", such as Music, Health, Spanish, Physical Education, Art, and STEM, not identified in C.7., shall be paid for class size overloads at a rate of $1.25 per student per class in excess of thirty-seven (37) students.
3. If at any time the 6-12 classroom exceeds thirty-three (33) students, a rate of $1.25 per student per class in excess of thirty-three (33) students will be paid to the teacher assigned to that classroom. 6-12 classrooms will not exceed-thirty-nine (39) students.
4. Teachers or Online Coordinators who are assigned to mentor and/or supervise students taking on-line courses during their regular teaching schedule will not be assigned more than fifty (50) students per Media Center period.
5. If an overload situation is not resolved after ten (10) school days from the date on which the overload occurred, payment is retroactive to the date of the overload and continues at the established rate for as many days as the student(s) create an overload. No overload payments will be made for days when school is not in session.
6. Class maximums are not meant to include team taught classrooms.
7. 6-12 physical education and music classes shall have class loads governed by physical facilities.
8. Special education class ratios shall be in accordance with Michigan Department of Education

policy.

D. The parties will confer for the selection and use of educational tools. The Board will keep the schools equipped and maintained. Requests from teachers for additional teaching materials shall be submitted in writing to the Principal, stating needs and purposes.

E. The Board shall make available in each school, adequate lunchroom, restroom, telephone, and workspace facilities for staff and appropriate guests.

F. The Board recognizes that facilities should be designed to meet the needs of the educational program. To achieve this end, the Board will seek the recommendations of the teachers before teaching facilities are constructed or remodeled.

G. Evaluation, Placement, and Reduction/Recall

1. Evaluation

a. The District will conduct a year-end evaluation for each teacher. The year-end evaluation will be conducted annually, unless determined otherwise pursuant to paragraph (viii) below. The following will apply to each teacher evaluation:

i. A teacher scheduled to be evaluated in a given school year will be notified no later than September 30th of that school year as to which administrator will be conducting the teacher's year-end evaluation.

ii. A minimum of two classroom observations shall occur in a given school year as follows:

a. Tenured teachers: one formal observation (scheduled) and at least one walkthrough observation (unscheduled).

b. Probationary teachers: two formal observations (scheduled) and additional walkthrough observations (unscheduled) as needed.

iii. Classroom observations must be not less than 15 consecutive minutes.

iv. A classroom observation must include a review of the teacher's lesson plan and the state curriculum standard being used in the lesson and a review of pupil engagement in the lesson.

v. For purposes of walkthrough observations, a review of the teacher's lesson plan and the state standard being used is not required, nor is a post-observation meeting, unless requested by the evaluator or the teacher.

vi. Year-end evaluation determinations will be provided, and final evaluation meetings held, no later than the last day of school. In the event a written year-end evaluation is not provided as described above, the teacher shall be rated effective.

vii. A teacher who is either in the first year of the teacher's probationary period or who receives a rating of needing support or developing on the most recent year-end evaluation must have a midyear progress report and an assigned mentor or coach as part of the evaluation process.

viii. Tenured teachers rated as highly effective or effective on the three (3) most recent year-end evaluations may be evaluated biennially or triennially with Superintendent or designee approval. The Superintendent or designee reserves the right to place any teacher back on annual evaluations at any time.

a. A teacher rated "highly effective" in the 2023-2024 school year, and thus meeting the language in Article 6(G)(1)(viii), shall not be evaluated for the 2025-2026 school year. They shall be evaluated again in 2026-2027.

ix. The teacher evaluation tool shall be Danielson, and the parties will continue to measure student growth and assessment data using the same method used to currently measure those matters; student growth and assessment data will be 20% of the evaluation, of which 10% shall be local data and 10% state data. The remaining 80% of the evaluation will be based on the Danielson rubric, provided the rubric complies with law.

2. Reduction/Recall
    a. Acting within the approved budget, the Superintendent will establish the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board those teaching positions subject to reduction.
    b. Teacher reduction and recall decisions will be made by the Board based on the following factors, which will be considered using documentation on file in the Superintendent's office except that the Michigan Online Educator Certification System may be used to consider certification and endorsement status:
        i. Effectiveness as measured by the teacher's evaluations under MCL 380.1249,
        ii. Compliance with law and funding prerequisites, including any conditions for District receipt of foundation, grant, or other funding,
        iii. Length of service,
        iv. Disciplinary record,
        v. Documented issues with attendance and punctuality,
        vi. Relevant qualifications and credentials as determined by the District, including certifications and endorsements.
    c. A laid-off teacher is eligible for recall for twelve (12) months from the effective date of implementing the reduction as follows:
        i. The Superintendent will first identify the grade level(s), academic level(s), or department(s) with a teaching vacancy.
        ii. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign a teacher(s) to fill vacancies.
        iii. After or in lieu of any reassignment of existing teaching staff, the Board may fill a vacancy by recalling a laid-off teacher or posting the vacancy after consideration of the factors in Article 6(G)(2)(b) for each laid-off teacher eligible for recall.
        iv. The Superintendent or designee will provide written notice of the recall to the recalled teacher(s) and will establish the time, not less than five (5) days, by which a teacher must accept recall to preserve the teacher's employment rights.
        v. A laid-off teacher who is offered an interview for a vacancy and does not attend that interview forfeits all rights to recall and continued employment.
        vi. A laid-off teacher who is recalled and does not accept recall by the time specified in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, extends either time limit in writing.
    d. The Superintendent or designee will provide written notice to each affected teacher and the Association of all teacher reduction or recall decisions made by the Board.
3. Placement
    a. Placement includes - but is not limited to - assignment, transfer, or the filling of a teaching position (including a vacant position) with current staff or newly hired teachers.
    b. Teacher placement decisions will be made by the Superintendent or designee based on the following factors listed in Article 6(G)(2)(b), which will be considered using documentation on file in the Superintendent's office except that the Michigan Online Educator Certification System may be used to consider certification and endorsement status.
    c. The Superintendent or designee determines when a vacancy exists. Generally, a vacancy is an unassigned, open position or a newly created position which the District intends to permanently fill.
4. The parties agree that the teacher evaluation, reduction/recall, and placement procedures in Article 6(G) are clear and transparent. The parties further agree that the Article 6(G) provisions

on teacher evaluation, reduction/recall, and placement supersede Board policies on these topics and that those policies will not apply to these topics.

5. Probationary teachers cannot grieve teacher evaluation decisions, reduction/recall decisions, or placement decisions under Article 6(G). The appeal procedures in MCL 380.1249(2)(l) are available to tenured teachers rated as needing support on a year-end evaluation, up to and including arbitration; for all other evaluation and placement decisions, tenured teachers may grieve such decisions only through Level Three.

H. Discipline

A teacher may be disciplined or discharged only for a reason that is not arbitrary or capricious. Discipline shall not be subject to the Article 5 Grievance Procedure.

I. Awareness and Training

1. Each school year, within four (4) weeks of the first day teachers report to work for that school year, each teacher shall review the District's Employee Handbook and policies on the District's website.
2. The District may require each teacher to complete the following District training each school year:
   a. Bloodborne Pathogen Training,
   b. FERPA Confidentiality Training,
   c. Title IX Training, and
   d. Any additional training beyond the aforementioned that the District is required by law to provide to a teacher will occur during professional collaboration time.
3. If the District requires a teacher to attend any training not identified in Article 6(I)(2) above, and there is no professional collaboration time remaining, the teacher will be paid at a rate of $30 per hour for attending the training.

ARTICLE 7 - TEACHING HOURS

A. Article 7(A) only applies to classroom teachers. The teacher hours shall be as follows:

1. Teachers shall work seven (7) hours and six (6) minutes per day with beginning and ending times set by the Building Principal. The seven (7) hours and six (6) minutes includes a duty-free thirty (30) minute lunch period. Hours between the beginning and ending times set by the Building Principal are "contract hours." The events identified in Article 7(A)(3)-(4) are in addition to the work requirements in this paragraph.
2. The District will schedule, and each teacher shall attend, at least 5 days of teacher professional development each school year and any additional professional development as needed to comply with legal requirements.
3. Teachers shall attend all professional collaboration meetings, e.g. staff meetings, PLC's, student support meetings, department meetings, etc., scheduled by the Superintendent or designee unless excused. All professional collaboration meeting dates and times for the school year will be assigned and communicated to teaching staff in August before the first day of school. The number of professional collaboration meetings, to be held outside of contract hours, during the school year will not exceed eleven (11) one (1) hour meetings.
4. Teachers shall participate in up to eight (8) hours of parent-teacher conferences and one and a half (1.5) hours of open houses, with open houses being held before the first day of school. Dates and times for these events will be communicated to all teachers at the start of the school year by their Building Principal. The events will be outside of contract hours.
5. The minimum daily planning time for 6-12 staff shall be equal to one class period in length.
6. The minimum daily planning time for K-5 staff shall be equal to sixty (60) minutes per full day, with one (1) block of planning time being no less than forty (40) minutes for grade level classroom teachers.
7. The minimum weekly planning time for an Elementary Specials Teacher or an Early Childhood

Special Education teacher shall be equal to three hundred (300) minutes.

8. Elementary teachers must supervise students during recess. One (1) or more teachers per grade level may be needed for this duty. To assign teachers to this duty, teachers volunteering for recess duty will be used first, then if there are not enough volunteers, teachers will be assigned on an inverse seniority rotational basis. Teachers shall be compensated for recess duty at a rate of $2.50 per each five (5) minutes of the recess period.

B. All teachers shall be entitled to a 30-minute duty-free lunch period. Teachers are responsible to see that classroom and hallways are cleared, and that students report to their designated area of the building; however, these duties shall not infringe on the teacher's 30-minute lunch period. For the purpose of this article, duty-free means the teacher is not required to perform any District duties during their lunch period, including traveling between buildings. Teachers who agree to voluntarily supervise the cafeteria during their lunch will be paid $11.00 per lunch period.

ARTICLE 8 - TEACHER ASSIGNMENT

A. Article 8(A)(1)-(2) only applies to classroom teachers. The following are recognized:

1. A full-time teacher in grades 6-12 shall be assigned to five (5) or six (6) teaching periods and a preparation period in a six (6) or seven (7) period day.
2. An attempt will be made in grades 6-12 to limit the number of course preparations to three (3) per day.
3. Teachers have supervisory responsibilities for students in and around the buildings during the school day.
4. Teachers will maintain a good general appearance of the faculty lunchrooms.
5. Teachers shall not leave their classrooms unattended except under unusual or emergency circumstances.

B. Administration shall attempt to secure substitutes whenever it is aware of a teacher absence. When a substitute is not available, Administration shall seek a volunteer. Members of the teaching staff may be required to substitute for the absent teacher if a volunteer cannot be found. The rates of compensation for each class period substituted during planning time shall be $20.00 (K-5) and $22.50 (6-12). When K-5 students are divided among other classrooms in emergency situations, the compensation shall be $15.00 per half day.

ARTICLE 9 – VACANCIES AND SENIORITY

A. A teacher may apply for any position at any time. Such application should be in writing, addressed to the Superintendent.

B. In filling a vacancy, the decision of the Superintendent or designee shall be final.

C. The Board and the Association agree to maintain, review, and annually issue one District-wide seniority list of teacher bargaining unit employees based on length of service in this District.

D. Length of service shall be determined by the date and time the teacher was last hired by the District for a teaching position. If a teacher takes a leave of absence of less than one (1) school year, the teacher shall not earn more than one half (0.5) year of seniority. If a teacher takes a leave of one (1) year, the teacher shall not earn seniority for the year.

E. When two (2) or more teachers have the same length of service, the teacher who signed their contract first shall be considered senior.

ARTICLE 10 - PROTECTION OF TEACHERS

A. The Board recognizes its responsibilities to continue to give administrative backing and support to its teachers, although each teacher bears the primary responsibility for maintaining proper control and discipline in the classroom. Teachers recognize that all disciplinary actions and methods invoked by them shall be in accordance with established Board policy and law. It shall be the responsibility of the teacher to report to the Building Principal, in writing, the name of any student who, in the opinion of the teacher, may need particular assistance from skilled personnel. The teacher will be advised by the Principal of the disposition of the teacher's report.

B. Any case of physical assault on a teacher, which had its inception in a school-centered problem, shall be reported immediately in writing to the Superintendent or designee. In the event of such an assault, the teacher involved may request assistance of the Board in such matters.

C. If any teacher is complained against or sued as a result of any reasonable action (as defined by a court of law) taken by the teacher while in the scope of his/her employment with the District, the teacher may seek assistance, and be provided legal counsel, from the District's insurance carrier.

D. Approved time off by a teacher in connection with any incident mentioned in this Article, before Worker's Compensation eligibility, shall not be charged against the teacher's Sick Leave, unless s/he is adjudged responsible by a court of competent jurisdiction.

E. If, as a result of an accident or assault not caused by his/her negligence in the course of his/her employment, a teacher is injured or suffers damages to, or destruction of, clothing and glasses, the Board or its Worker's Compensation carrier will reimburse the teacher for such loss and/or required medical, surgical, or hospital care. Such reimbursement by the Board will cover all such costs except those covered by insurance.

F. If, as a result of theft or vandalism not caused by his/her negligence in the course of his/her employment, a teacher suffers destruction or loss of personal property being used for educational purposes approved by the Building Principal, upon written notification, the Board will reimburse the teacher for such loss. Such reimbursement will cover all costs not covered by insurance. The Board's reimbursement obligation in this paragraph and the preceding paragraph is conditioned on the teacher submitting documentation substantiating the claimed reimbursement amount to the Board's satisfaction, which satisfaction shall not be unreasonably withheld.

G. Teachers shall exercise reasonable care for the safety of students and property.

ARTICLE 11 - LEAVES OF ABSENCE

A. Explanation and Procedures for Unpaid Leave of Absence:

1. A teacher may, upon written request and approval of the Board, be granted a leave of absence, not to exceed a maximum of one (1) year, subject to renewal at the discretion of the Board. A leave of absence may be granted on a semester by semester basis. The Board may opt to grant the leave for the remainder of a current semester and it shall be the teacher's responsibility to request a leave for the following semester, if necessary.
2. Written application for such leave shall be made by the teacher, addressed to the Superintendent. Such leave, if granted, must serve not only the interests of the teacher, but also of the District.
3. During the leave of absence, there shall be no compensation from the District, subject to Article 11(A)(7) below.
4. Leave of absence may be denied or terminated by the Board upon violation of the Agreement, or when the Board reasonably believes that leave is being used for purpose(s) other than those originally stated.

5. Application to return from a leave of absence shall be filed with the Superintendent not later than April 1 preceding the September in which a teacher wishes to return, or not later than November 1 if the teacher wishes to return at the beginning of the second semester of any school year.
6. Time spent on a leave of absence shall not be counted as active service in the District for seniority purposes.
7. Sick leave days earned before a leave of absence shall be held in reserve pending the return of the teacher from such leave provided. However, an employee taking leave pursuant to the Family and Medical Leave Act (FMLA) shall be required to use paid sick time simultaneous with time permitted under the FMLA. No sick leave days will be accumulated during a leave of absence.

B. Association Leave:

The Association shall be granted up to a total of ten (10) days leave per school year to be used for sending teachers to conferences and meetings, for negotiation on behalf of the Association with any representative of the Board, or participation in any professional grievance negotiation with the Board or its representative. The Association will give written notice to the Principal of each involved teacher ten (10) days before the time the leave is needed. The Association will assume the cost of the substitute, and shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for Association release time.

C. Worker's Compensation:

Sick leave use for teachers injured while working for the District, who become eligible for Worker's Compensation benefits, shall be as follows:

a. Accumulated sick leave days shall, on an optional basis, be made available to the injured teacher during the period s/he is unable to work as a result of a qualified work-related accident, as specified below.
b. An employee who is absent due to an injury which is compensable under Worker's Compensation may use his/her accumulated sick leave on a proportional basis, to supplement the benefit received from Worker's Compensation, such that the amount of expendable income the employee receives from Worker's Compensation and sick leave does not exceed the amount of expendable income the employee would have received from his/her regular salary amount according to placement on the salary schedule at the time of the injury. The obligation of the Board is only for the proportional amount necessary to supplement the maximum benefit provided to the employee from Worker's Compensation until the teacher's accumulated sick leave is exhausted, or the teacher is able to return to work, whichever happens first. Should this supplemental payment be found to be subject to the coordination requirements of Worker's Compensation, such that the amount of the Worker's Compensation benefit is reduced, the teacher shall not be allowed use of sick leave and shall receive only the Worker's Compensation benefit provided by that statute.

D. Other Types of Leave:

1. Sick Leave:
   a. Teachers shall be credited with ten (10) days sick leave on the first teaching day of each new school year, which leave can carry over from year to year for up to the maximum of one hundred fifty (150) leave days.
   b. Sick leave shall only be used by the teacher for the illness of the teacher or the illness of the teacher's spouse, child, sibling, parent/step-parent, or spouse's parent/step-parent to care for that person, medical or dental appointments, funerals (including one (1) additional day for documented travel of over 200 miles), or to extend bereavement leave equal to the number of days taken/allowed; and for no other purpose. Documentation substantiating the reason for leave shall be promptly presented by the teacher at the request of the Superintendent or designee.
   c. Teachers may use their sick leave days for a pregnancy related disability.

d. Notwithstanding anything to the contrary in this Agreement, if the Michigan Earned Sick Time Act ("ESTA") is in effect, each ESTA year (i.e., each school year), the first 72 hours of paid sick leave may be used for any ESTA purpose, with those 72 hours of leave being subject to the same conditions as provided in ESTA. Sick leave used for ESTA purposes may be used in hourly increments or the smallest increment that the District uses to account for absences of use of other time.

2. Personal Leave:
On three (3) days advance written notice, teachers may request personal leave. Three (3) such personal days will be allowed per year and are non-accumulative. Personal leave days may be taken as full or half days only, and may be denied if more than 10% of the K-6 staff or 10% of the 7-12 staff make a request for the same day. Requests are approved on a first come basis except that requests made on the same day for the same day off will be granted on a seniority basis. Personal leave may not be used in conjunction with a deduct day to extend a vacation unless approved in advance by the Superintendent. At the end of the year, unused personal leave days shall rollover into the employee's sick leave bank, provided that at no time may an employee's sick leave bank exceed 150 days.

3. Child Care Leave: With the addition of a child to the teacher's family by birth or adoption, the teacher may have the right to take leave under the FMLA. The teacher may also take a leave of absence up to two (2) full semesters for child care leave without pay, provided the teacher requests such leave in writing at least 30 days before leave is to commence. The leave may be extended up to four (4) full semesters by written request of the teacher and with Board approval.

4. Paid Bereavement Leave (not to be deducted from accumulated Sick Leave):
   a. Five (5) consecutive days - death of teacher's spouse or child.
   b. Three (3) consecutive days - death of teacher's parent/step-parent, sibling, or spouse's parent/step-parent.
   c. A teacher may request in writing that the above bereavement leave days be used in a non-consecutive manner, explaining the rationale for the request. The request must be submitted to the teacher's Building Principal or designee before the first leave day and the request is subject to approval by the Building Principal or designee.
      i. In the event of extenuating circumstances that preclude the ability to obtain prior approval, such as unforeseen or emergent tragic events, a teacher may, upon return to duty, submit a written request for retroactive approval of non- consecutive use of bereavement leave. Such requests shall be submitted as soon as reasonably practicable following the teacher's return and shall be reviewed and considered on a case-by-case basis.

5. Jury Duty Leave:
Teachers shall be allowed to be absent when called for jury duty. Such absences shall be allowed without loss of pay, except that any compensation for jury duty shall be submitted to the District within two (2) weeks. Compensation not submitted may be deducted from the teacher's regular salary payment. Teachers shall report to regular assignments when jury duty is one-half day or less. Teachers must promptly notify their immediate supervisor and the Director of Finance when selected for jury duty.

6. Administrative Leave:
Upon prior approval of the Building Principal, teachers may be granted administrative days with pay to attend conferences. The District shall bear the cost of the substitute teacher to release teachers to attend such approved conferences.

7. Other Leaves:
Absence for reasons not covered in this Agreement, or any exceptions to this Agreement, may be authorized by the Superintendent.

8. Family and Medical Leave Act:
Leave provisions of this Agreement shall be construed consistently with the requirements of the Act. However, if the leave provisions under this Article are more generous, this Agreement shall prevail. All such leaves may be concurrent with, and not in addition to, any other applicable leaves provided for in this Agreement.

ARTICLE 12 - SALARY SCHEDULE

Teachers shall work one hundred eighty-five (185) days during each year of this Agreement, as outlined in the table below.

K-12 Teacher Work Schedules

185 days (1 day = 6.6 hours)
• If 178 student days, then 7 Professional Collaboration (PC) days
  o 174 full days + 4 half days
• If 179 student days, then 6 Professional Collaboration (PC) days
  o 175 full days + 4 half days
• Four (4) half days (K-12)
  o 3.3 hours per half day
  o 1st and 3rd half days – all building directed time
  o 2nd half day (semester end) – one (1) hour individual work time
  o 4th half day (last day of school) – end of year celebration

Salary Schedule

2025-2026			2026-2027			2027-2028			2028-2029		
Step	BA	MA	Step	BA	MA	Step	BA	MA	Step	BA	MA
0	43,294	48,650	0	44,160	49,623	0	44,822	50,367	0	45,495	51,123
1	44,324	49,680	1	45,210	50,674	1	45,889	51,434	1	46,577	52,205
2	45,354	50,710	2	46,261	51,724	2	46,955	52,500	2	47,659	53,288
3	46,384	51,740	3	47,312	52,775	3	48,021	53,566	3	48,742	54,370
4	47,414	52,770	4	48,362	53,825	4	49,088	54,633	4	49,824	55,452
5	48,444	53,800	5	49,413	54,876	5	50,154	55,699	5	50,906	56,535
6	49,474	54,830	6	50,463	55,927	6	51,220	56,765	6	51,989	57,617
7	52,049	57,405	7	53,090	58,553	7	53,886	59,431	7	54,695	60,323
8	54,624	59,980	8	55,716	61,180	8	56,552	62,097	8	57,401	63,029
9	57,199	62,555	9	58,343	63,806	9	59,218	64,763	9	60,106	65,735
10	59,774	65,130	10	60,969	66,433	10	61,884	67,429	10	62,812	68,441
11	62,349	67,705	11	63,596	69,059	11	64,550	70,095	11	65,518	71,146
12	64,409	69,765	12	65,697	71,160	12	66,683	72,228	12	67,683	73,311
13	65,439	70,795	13	66,748	72,211	13	67,749	73,294	13	68,765	74,393
14	68,014	73,370	14	69,374	74,837	14	70,415	75,960	14	71,471	77,099
15	69,044	74,400	15	70,425	75,888	15	71,481	77,026	15	72,553	78,182
16	70,074	75,430	16	71,475	76,939	16	72,548	78,093	16	73,636	79,264
17	71,104	76,460	17	72,526	77,989	17	73,614	79,159	17	74,718	80,346
18	72,134	77,490	18	73,577	79,040	18	74,680	80,225	18	75,801	81,429
19	73,164	78,520	19	74,627	80,090	19	75,747	81,292	19	76,883	82,511
20	74,194	79,550	20	75,678	81,141	20	76,813	82,358	20	77,965	83,593
21	75,224	80,580	21	76,728	82,192	21	77,879	83,424	21	79,048	84,676
22	76,254	81,610	22	77,779	83,242	22	78,946	84,491	22	80,130	85,758
23	77,284	82,640	23	78,830	84,293	23	80,012	85,557	23	81,212	86,841
24-25	78,314	83,670	24-25	79,880	85,343	24-25	81,078	86,624	24-25	82,295	87,923
26+	79,344	84,700	26+	80,931	86,394	26+	82,145	87,690	26+	83,377	89,005
Longevity Schedule*											
24-25	79,130	85,012	25	82,296	88,412						
26+	81,395	87,208	26+	84,650	90,696	26+	86,343	92,510	26+	88,070	94,361

** For those teachers who were on the longevity schedule during the 2013-2014 school year.*

2025-26 3% (4%*) 2026-27 2% (4%*) 2027-28 1.5% (2%*) 2028-29 1.5% (2%*)

A. An effective rating on his/her most recent performance evaluation shall entitle the teacher to move one (1) step on the salary schedule each year, provided the teacher was in a paid status for more than one-half of the previous school year. Exceptions to this language must be agreed to by both the Association and the District. All half steps are rounded down.

B. Benefits provided under this Agreement shall be pro-rated based on the percent of the assignment to a teacher in accordance with the table below. An employee must be assigned to a position of at least equal to halftime to be eligible for benefits.

ASSIGNMENT	BENEFIT ELIGIBILITY
0 - 49%	No Benefits
50 - 99%	Single Subscriber or Plan B & 50% cash in lieu
100%	Full Benefits

C. New teachers entering the District may be placed on the salary schedule up to Step 5 and may receive one-half (1/2) step, rounded down, for each year of outside teaching experience. Additional steps may be given with agreement from the Association.

D. No teacher already employed by the District shall receive a reduction in contract salary in making the adjustment to this or any new salary schedule, unless otherwise agreed to by the Board and the Association.

E. The teacher who is assigned to mentor and supervise students taking on-line courses outside of their regular teaching schedule shall receive $30 per student, per semester, for each student who either enrolls or participates in an on-line course. This amount would be in addition to any payments the teacher is receiving per Article 12. Students taking on-line courses or participating in credit recovery will not count towards an overload in any of this teacher's class periods.

F. Classroom teachers who carry an extra class during a semester beyond those assigned at the beginning of that semester will be paid an additional two thousand five hundred dollars ($2,500) for a full semester for each additional class. Teachers will receive this payment in a lump sum at the end of the semester.

G. The Board pays employees based on twenty-one (21)/twenty-two (22) pays a year. A teacher, when signing his/her individual employment contract, shall have the choice to designate that the contract payments be made over twenty-six (26)/twenty-seven (27) pays, as offered by the District.

H. The Board shall make available the following benefits for a full twelve (12) month period to each teacher and his/her eligible dependent(s), provided the MESSA plans listed below will be available and offered by MESSA. Each teacher may select from one of the following medical plans:

Medical	
Current Plans (80/20): **Through December 31, 2025** MESSA Choices II $300/$600 IN Deductible; 0% Coinsurance $20/$25/$50 IN Copay (OV/UC/ER); MESSA Saver Rx MESSA Choices II $500/$1000 IN Deductible; 0% Coinsurance $20/$25/$50 IN Copay (OV/UC/ER); MESSA Saver Rx MESSA Choices II $500/$1000 IN Deductible $1000/$2000 OON Deductible $10/$20 Rx Copay; $20/$25/$50 OV/UC/ER Copay	**New Plans:** **January 1, 2026 through June 30, 2029** MESSA ABC Plan 1 $1700/$3400 Deductible $0/$0/$0 Teladoc Health 24-7/MH/PC Copay $0/$0/$/$0 OV/SV/UC/ER 0% Coinsurance 3-Tier Rx Coverage MESSA Choices $1000/$2000 Deductible $20/$20/$20 Teladoc Health 24-7/MH/PC Copay $20/$20/$25/$50 OV/SV/UC/ER 0% Coinsurance 5-Tier Rx Coverage MESSA Choices $500/$1000 Deductible $20/$20/$20 Teladoc Health 24-7/MH/PC Copay $20/$20/$25/$50 OV/SV/UC/ER 0% Coinsurance 3-Tier Rx Coverage

Ancillary Services
LTD: 66-⅔%, Max $5,000, 20 CDMF Waiting Period; No COLA; Mental/Nervous & Alcohol/Drug Addictions - Same as any other illness. Life Ins: $45,000 with AD&D Dental: 100/90/90; $1,500 Annual Max; $0 Lifetime Max; Two (2) cleaning per year; No orthodontics/Adult orthodontics Vision: VSP-3 or similar

A full-time teacher choosing not to participate in medical coverage, and accepting the ancillary services, shall be provided by the Board a cash option in lieu of health benefits on the conditions that: (1) the teacher voluntarily and in writing opts out of the available medical health care plan; and (2) provides documentation to the Superintendent's designee that the teacher has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act. The cash amount shall be $300 per month. The amount of the cash payment received by the eligible teacher may be applied to a Tax Deferred Annuity. To elect a Tax Deferred Annuity, the eligible teacher shall enter into a salary reduction agreement. If both spouses are teacher employees of the District, only one (1) of them is also eligible for cash in lieu of health benefits.

As permitted by law, the teacher contribution towards the benefit costs will be paid with pretax dollars. Changes in family coverage level shall be reported by the teacher to the business office within thirty (30) days of such change. Upon District request, the teacher shall be responsible for any over payment/under payment of premiums made by the Board on his/her behalf for failure to comply with this paragraph.

The Board's contribution toward a teacher's medical insurance premium shall be "capped" at the amounts set each year in accordance with Section 3 of the Publicly Funded Health Insurance Contribution Act (PFHICA) and any medical insurance premium in excess of that amount shall be paid by the teacher through payroll deduction.

Each year of this contract, any teacher taking the MESSA ABC 1 plan may request, in writing by November 15, the District fully fund their insurance deductible into their Health Savings Account for the calendar year. The funds will be deposited into their HSA on a bi-annual basis, January 1 and July 1, unless it is known that the teacher will be retiring or resigning. The district will withhold the total plan cost, inclusive of this HSA contribution, less the Hard cap from the first two paychecks of every month.

I. If a teacher's pay is to be docked, his/her daily wage will be calculated by dividing the applicable base salary according to the number of teacher days on the school calendar. Additionally, the pay will be further docked by adding the daily cost in insurance benefits determined by taking the monthly premium for health, dental, vision, life, and L.T.D. divided by 30.

J. Teachers having at least fifteen (15) years of service with, and retiring from, the District shall be paid:
   1. Seventy dollars ($70) per day for accumulated sick leave and a $2,500 stipend, provided the teacher retires at the end of the school year and provided that the teacher notified the Superintendent in writing of the teacher's intended end-of-year retirement by February 14 of the retirement school year.
   2. Thirty-five dollars ($35) per day for accumulated sick leave, provided the teacher retires at the end of the school year and provided that the teacher notified the Superintendent in writing of the teacher's intended end-of-year retirement between February 14 and May 1 of the retirement school year.
   3. Seventy dollars ($70) per day for accumulated sick leave, provided the teacher retires in January and provided that the teacher notified the Superintendent in writing of the teacher's intended

January retirement by September 14 of the retirement school year; and provided that the teacher has more than 6.5 accumulated sick leave days on the retirement date.

The District's payment obligation under this Section J is conditioned on the teacher providing documentation satisfactory to the Superintendent that the teacher's Office of Retirement Services (ORS) retirement application was approved by ORS.

K. New teachers hired into the District will be required to attend up to eight (8) hours of New Teacher Orientation to the District, prior to or within the first month of their placement. The Association will be invited to participate in one (1) of the hours to collaboratively review the Agreement with new teachers and to discuss items of mutual interest to the Association, the District, and to the new teachers.

L. Upon completion of their work as Mentors (as outlined in the Mentoring Handbook), teachers who served as Mentors to other teachers for the school year will be paid as follows:

Mentor (w/ Cognitive Coaching Training)	**Mentor (without Cognitive Coaching Training)**
Mentee in Year 1 - $700 per assigned mentee	Mentee in Year 1 - $500 per assigned mentee
Mentee in Year 2 or 3 - $350	Mentee in Year 2/3 - $100

M. A School Counselor may be assigned to work additional days beyond his/her scheduled work year. When such an assignment is made, the School Counselor will be paid at the employee's daily rate.

N. When a teacher is required to travel using his/her personal vehicle, the Board will pay mileage at the District mileage rate. A minimum of five (5) minutes will be provided for teachers needing to travel between buildings, not to come out of the duty-free lunch period.

ARTICLE 13 - GENERAL

A. There will be no reprisals of any kind taken against any teacher by reason of his/her membership or non-membership in the Association or participation or non-participation in its activities.

B. Any complaint about a teacher made to Administration, that may result in disciplinary action, shall be brought to the teacher's attention, in writing, within five (5) work days of receipt of the complaint, unless compelled otherwise by legal authority.

C. Each teacher will have the right, on written request, to review the contents of the teacher's own personnel file. The review will be made during normal District office hours in the presence of the administrator responsible for the safekeeping of such file. Materials exempted from the definition of a "personnel record" under the Michigan Bullard-Plawecki Employee Right to Know Act are exempted from such review.

D. If requested, a teacher is entitled to have a representative of the Association present when meeting with an administrator.

E. Teachers will be informed of a telephone number or a website address they must contact an hour and a half (1½ hours) before the start of the student day to report unavailability for work. A teacher who reports unavailability after said time may be subject to disciplinary action. Once a teacher has reported his/her unavailability for work, it shall be the responsibility of the Administration to arrange for a substitute teacher.

F. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

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

H. The Association will review the school calendar and assist in the formulation of said calendar, before it receives final approval by the Board. The calendar will be incorporated into this Agreement.
   a. Nothing in this Article requires the Board to keep schools open in the event of inclement weather or when otherwise prevented by conditions not within the control of school authorities.
   b. It is understood that the Board shall apply and be consistent with the intent of any legal requirement for the closure of schools and the making up of such days.
   c. No part of this Agreement shall cause the District to incur any loss of State school aid.
   d. The Board will not hold school on the following designated "holidays": Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas, New Year's Eve, New Year's Day, Good Friday, Memorial Day, and Fourth of July.

I. All communications between the Association and the Board of Education shall be directed as follows:

To the Board:	c/o Superintendent Freeland Community School District 710 Powley Drive, Freeland, MI 48623
To the Association:	c/o President of the Freeland Education Association at his/her residence, hand-delivered, or through email.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals as to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated, and the agreements 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 during the term of this Agreement, unless and until altered by mutual agreement in writing between the parties, or otherwise determined void as a matter of law. This Agreement shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts in effect.

ARTICLE 14 - DURATION OF AGREEMENT

This Agreement shall be effective as of July 16, 2025, and will continue and remain in full force and effect until June 30, 2029.

A. Should both parties mutually agree, provisions of this Agreement may be opened and negotiated or renegotiated during the life of this Agreement.

B. Not later than ninety (90) days before the date on which this Agreement expires, the Board will negotiate with the Association over a successor Agreement in accordance with the procedure set forth herein and to meet at reasonable times and confer in good faith as to teacher's wages, hours, and other terms and conditions of employment as required by law, and not identified as a prohibited subject of bargaining under the Public Employment Relations Act MCL 423.215. Any agreement so negotiated will apply to all teachers, and will be reduced to writing and signed by the Board and the Association.

C. This Agreement allows an emergency manager appointed under the Local Financial Stability and Choice Act to reject, modify, or terminate the Agreement as provided in the Act.

IN WITNESS WHEREOF, the parties set their hands and seal this 16th day of July, 2025.

FREELAND BOARD OF EDUCATION

Kristin A. Anderson, President

Marcus Hillborg, Superintendent

FREELAND EDUCATION ASSOCIATION

Nickie Clark, President

Randi Huovinen-Trainor, Vice-President