AGREEMENT

BETWEEN

MERRILL COMMUNITY SCHOOL DISTRICT

&

MERRILL EDUCATION ASSOCIATION (TEACHERS)

2026-2029

MERRILL COMMUNITY SCHOOLS
MERRILL, MICHIGAN

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AGREEMENT

THIS AGREEMENT, entered into this June 24th, 2026, by and between the Board of Education of the Merrill Community School District of Merrill, Michigan, hereinafter called the "District," and the Merrill Education Association, hereinafter called the "Association".

WHEREAS, the District and the Association have bargained with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the members of the teaching profession shall upon request be given an opportunity to assist in formulating programs designed to improve the educational standards, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

A. The District hereby recognizes the Association as the exclusive bargaining representative, as defined Section II of Act 379, Public Acts of 1965, for all certified personnel including classroom teachers, guidance counselors, but excluding Superintendent, principals, substitute teachers, future library technicians, and all other administrators and executive personnel. The term "teacher", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.

ARTICLE II

TEACHER RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the District hereby agrees that every teacher employed by the District shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiations. As a duly elected body exercising governmental power under cover of laws of the State of Michigan, the District undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitution of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reasons of his/her membership in the Association or collective professional negotiations with

the District, or his/her institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment. The Association and the District agrees not to discriminate against any teacher for any reason.

B. The District and the Association specifically recognize the right of each party to invoke the assistance of the State Labor Mediation District, or a mediator from such public agency.

C. The Association and its members shall have the right to use school building facilities at all reasonable hours for business meetings and other meetings approved by the District or its agent. The Administration, with the assistance of the Association President, will be the sole judge of reasonable hours. No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises. Bulletin and other established media of communication shall be made available to the Association and its members. Material derogatory to certain staff members or administrators, inflammatory or controversial political statements may not be posted. All material posted, or placed in the school mail system, relating to the official business of the Association shall be signed by a designated teacher organization official. The Association agrees to pay for long distance phone calls, consumable materials and any repair or damage to school property proven to have been caused by Association use.

D. The District agrees to furnish to the Association, information which it is legally entitled to, including information necessary to process a grievance. The District and/or the Administration shall not be required to perform research or analyze functions at the request of teacher groups or the Association. The Association shall pay the reasonable cost incurred by the District and the Administration in furnishing information requested.

E. Least Restrictive Environment

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

1. Any bargaining unit member who will be providing instructional or other services to a handicapped student in a regular education classroom setting shall be invited by the administration in writing to participate in the individual educational planning committee (IEPC) which may initially place (or continue the placement of) the student in a regular education classroom. Attendance is not mandatory if the IEPC is not held during the member's regular work day as defined by the Agreement.

2. The parties recognize the extent to which a handicapped student can participate in regular education programs and services, and whether such participation can be achieved satisfactorily, will depend in large part upon the training and other support provided the regular education personnel responsible for instructing the handicapped student.

3. No bargaining member will be threatened, disciplined, reprimanded, punished, discharged, or denied any professional advantage directly or indirectly by the employer, due in any way to the bargaining unit member having (1) made a written or expressed statement of a dissenting opinion at an IEPC meeting.

F. Medically Fragile Students

1. Definition: For the purposes of this article, the term "school health services" shall mean any act or function constituting the "practice of medicine" within the meaning of section 17001 of the Public Health Code (MCL 333.17001).

2. Any bargaining unit member who provides school health services shall be provided all of the following: (1) a copy of a written medical procedural authorization completed and signed by a licensed physician and the student (or the student's parent/guardian) and the completed "Request for Medical Verification of Health Status and Needs" for the student, (2) appropriate training by a licensed health professional regarding the acts or functions delegated to the bargaining unit member in the authorization and attached procedures. The Employer shall pay all costs in connection with the training, including the time taken by the member to receive the training, calculated on a pro rate basis; and (3) all necessary supplies, if any, and a location or setting appropriate to provide the services (e.g. private when the service is personal).

3. A bargaining unit member may refuse to perform school health services unless the authorization, medical verification, and training have been provided to the members as required in paragraph b, above.

4. No bargaining unit member shall be required to provide school health services where to do so would cause the member to touch or view the genital area of a student.

5. Except in an emergency situation, no bargaining unit member shall be required to provide school health services when: (1) to do so would cause the member to leave other students the member is responsible for supervising.

6. Any bargaining unit member required to provide school health services to a student shall receive a copy of the student's multi-disciplinary evaluation team report and IEPC.

7. The Employer shall provide and maintain liability insurance on behalf of each bargaining unit member who is required to provide school health services. Insurance coverage shall include personal liability in an amount not less than currently set forth in the Employer's insurance policies or one million dollars, whichever is greater.

8. No bargaining unit member will be threatened, disciplined, reprimanded, punished, discharged, or denied any professional advantage, directly or indirectly by the Employer, its administrators, or representative, due in any way, to the bargaining unit member having: (1) filed a complaint under Part 8 of the Michigan Special Education Rules or with the Office of Civil Rights (OCR), U.S. Department of education; or (2) asserted his/her rights or those of a handicapped/non-handicapped student with respect to the provision of school health services as provided for in this article or by law; or (3) made a written or verbal statement of dissenting opinion at an IEPC meeting.

ARTICLE III

PROFESSIONAL COMPENSATION

A. The salaries for teachers covered by this Agreement are set forth in Appendix A.

B. Any and all assignments under Schedule B are not covered by the basic tenure law, and anyone in these positions serves at the discretion of the District on a year-to-year basis.

C. The school calendar shall provide for an appropriate number of teacher professional development days. These professional development days shall be no longer than a regular teacher work day.

D. The district will require 5 evening events to start at 5 PM or later and end by 8PM. No event shall be longer than two hours. These events are described below:

Elementary staff:

Open House
Parent/Teacher Conferences (2)
Graduation
And one additional evening academic event sponsored by the building or district

Middle/High School Staff:

Open House
Parent/Teacher Conferences (2)
Graduation
And one additional evening academic event sponsored by the building or district

*One additional evening can be waived by perfect attendance at District Provided Professional Development.

E. A teacher engaged during the school day in negotiating on behalf of the Association with any representatives of the District or participating in any professional grievance negotiations, shall be released from regular duties without loss of salary. The District has the sole power of calling such a meeting if it is to be held on school time.

G. The Merrill Education Association is allowed three (3) paid days for Association business. Two (2) additional unpaid days shall be allowed. No more than two (2) teachers will be released at one time. The Association will reimburse the school district for the cost of the substitute teachers. Three (3) days' advance notice is required.

H. For the life of this Agreement, student days, hours of instruction and professional development days will meet, but not exceed State requirements.

ARTICLE IV

TEACHING HOURS

A. For the 2026 – 2029 school years teachers will work a continuous seven (7) hour, 12 minute day including at least a thirty (30) minute, duty-free lunch. In grades 6 – 12, teachers will teach one (1) instructional period of no more than twenty-eight (28) minutes, three (3) instructional periods of no more than eighty (80) minutes, and 35 minutes of MTSS. The remaining part of the work day will be used as preparation time. All K-5 teachers will be responsible for recess duty per day to meet state requirements for seat time for students. Staff will serve their recess duty on a rotation basis and in accordance with a mutual agreed upon schedule. K-5 preparation time must be at least relatively equivalent on a weekly average basis to that of the 6-12 grade teachers. At the elementary building, every effort will be made to have prep times being in 20+ minute increments. If unable to do this, those affected will meet with administration to come up with an acceptable agreement.

If the state reduces student hours the District and Bargaining Unit would meet to discuss reinstating duty free recess.

1. No class shall begin prior to 7:30 a.m. nor end after 4:00 p.m. without the mutual agreement of the District and the Association.

2. Schedules are the responsibility of the Building Principal. Changes in schedules may not be arranged without the approval of the Building Principal.

3. The teacher work day will begin ten (10) minutes later than the regularly scheduled work day on professional development days and teacher work days.

4. The teacher work day will be from 7:50 a.m. to 3:02 p.m. Teachers are contracted for 1,303.2 hours per school year.

B. Teachers will be required to attend one Professional Learning Community (PLC) meeting per month, unless excused for a valid reason. These meetings do not include scheduled work days. PLC meetings will be scheduled no later than fifteen (15) minutes after the normal work day. These meetings will be no more than forty (40) minutes in length. Any assigned tasks for teachers will be given no less than seven (7) days prior to the scheduled PLC meeting.

C. Such additional time may be used by teachers for, but not necessarily limited, to the following:

1. Planning and preparing for classes.
2. Evaluating pupil progress.
3. Reporting said evaluations of pupil progress to the school administration and to the parents of their students.
4. Furnishing essential school-related reports and information.
5. Evaluating and updating curriculum and other school programs.

D. Preparation time shall not be used or spent on any unconnected or non-school activity.

E. Teachers scheduled in a classroom situation any time an assembly is held will attend that assembly in a supervisory capacity.

ARTICLE V

TEACHING LOADS AND ASSIGNMENTS

A. Elementary school teachers who will be affected by a change in grade assignment and secondary teachers who will be affected by a change in subject assignment will be notified by their Principal or Superintendent as soon as possible.

B. When each teacher signs his/her individual contract, the teaching assignment he/she will have during the contract period will be specified. The District or the Administration reserves the right to assign or transfer teachers throughout the year when a temporary crisis arises not to exceed the current school year.

C. No teacher will have more than four (4) preparations unless no reasonable alternative is available. The District will discuss combining classes within the same teaching

hour with the Association and the teacher involved prior to a decision being made. Such decisions shall be final unless a reasonable alternative is agreed upon.

D. Special classes, programs, and professional development assignments when scheduled within the teacher's normal work day shall not be considered an additional preparation under this Article. Such assignments as described above shall not be of any expense to the teacher except when taken for credit.

E. Upon the written request of the Association, the District will discuss any future shared time programs with the Association prior to implementation.

F. If a teacher is required to move to a different classroom from the previous year, they will be provided the following supply stipends:

1. $100 for moving within the same building.
2. $200 for moving to a different building.

ARTICLE VI

TEACHING CONDITIONS

A. The parties agree that class size should be kept at a sound educational level within building and budget limitations.

B. The District shall furnish, upon request, without charge: one smock for art, home economics, industrial arts, science and vocational agriculture teachers.

The District will also reimburse the cost of prescription safety glasses for any teacher involved in activities deemed potentially hazardous.

C. The District recognizes that appropriate tests, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the District undertakes promptly to implement all joint decisions thereon made by its representative and the Association.

D. Under no conditions shall a teacher be required to drive a school vehicle. Teachers may choose to use the school van if available and may transport students in the school van if they have obtained a chauffeur's license. Merrill Community Schools will reimburse teachers for the cost of obtaining a chauffeur's license. If a teacher's duties require the use of his/her own vehicle, mileage expenses will be at the

IRS standard tax rate for mileage less the normal travel to school on days where school is in session. Best efforts will be made to limit the amount of vehicles by encouraging carpooling of staff.

E. The District, in any new building program, will include in the building program separate rest rooms for staff and students, and a combination lunchroom/lounge for staff use.

F. In schools where cafeteria service for teachers is not available, a refrigerator may be installed and must be serviceable from existing facilities.

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

H. A person retiring under the provisions of MPSERS with at least fifteen (15) years of service at Merrill Community Schools and at least 50 sick days, will be compensated for unused sick days at a rate of fifty ($50) dollars per day up to a maximum of seventy-five (75) days. Payment of this money will be made within one month of the teacher's last day.

ARTICLE VII

VACANCIES AND PROMOTIONS

A. Whenever a vacancy in any teaching position in the District shall occur, the District shall publicize the same by giving written notice to the Association President within ten (10) calendar days and providing for appropriate posting in every school building. Teachers have ten (10) calendar days to apply for such positions in writing after the notice is posted. Any qualified teacher may apply for such a vacancy.

B. Any teacher who moves into an administrative or executive position and later returns to a teaching status shall be entitled to all rights he/she may have had under this Agreement prior to such a move and given credit on the salary schedule in terms of years of experience as well as seniority credit.

Teachers who become administrators, with six (6) or more years of teaching experience may accrue a maximum of an additional six (6) years of seniority in the bargaining unit while an administrator. Teachers with less than six (6) years may accrue a maximum number of additional years equal to the number of years of teaching.

Example A: 15 years teaching plus maximum of six years administrative equals 21 years bargaining unit seniority.

Example B: Three years teaching plus ten years administrative equals six years bargaining unit seniority.

ARTICLE VIII

LEAVE PAY

A. Universal Leave

1. Staff will be allotted thirteen (13) universal leave days per year.

2. Universal Leave days are subject only to the following restrictions:
   a. Pre-excused universal leave will be made two days in advance and be approved by the building administrator.
   b. The District reserves the right to refuse pre-excused universal leave if a substitute is unavailable.
   c. If a substitute teacher is available, a maximum of five (5) pre-excused universal leave days may be used consecutively.

3. Unused universal leave days will be "rolled" into each staff member's sick days.
   a. Staff may accumulate no more than one hundred (100) sick days.
   b. Any staff member that accumulates one hundred (100) sick days at the end of a school year will start the following school year at one hundred (100) sick days plus thirteen (13) universal leave days.

4. Universal leave days required for an emergency (i.e. sick days, family illness, etc.) should follow district protocol as set by the Superintendent.

5. Under normal circumstances, teachers should call to report unavailability for work at least one and one-half (1/2) hours before their scheduled starting time.

B. If a teacher is absent because of injury or disease compensable under the Michigan Workers' Compensation Law, the teacher shall be permitted to draw from his/her accumulated sick leave allowance the difference from what he/she receives under Workers' Compensation and his/her regular net salary for the duration of the injury or illness. Since sick leave is more per diem than this amount, the financial obligation of the District would be that number of days until the dollar value of the sick leave pay is exhausted.

C. A sick leave bank will be established by the District and the Association.

1. The Association will contribute on a per-member basis to the establishment of said bank.

2. A teacher having less than two (2) years seniority in Merrill may be allocated up to thirty (30) days per year from the bank and will not be granted more than sixty (60) days total for two (2) consecutive school years.

3. A teacher having two (2) or more years of seniority in Merrill may be allocated up to fifty (50) days per year from the bank and will not be granted more than one hundred (100) days total for two (2) consecutive school years.

4. Application requesting days from the bank must be made in writing to a Sick Leave Bank Committee composed of three (3) representatives of the Association and two (2) from the Administration.

5. No one may draw from the bank unless his/her sick leave has been exhausted.

6. No one may simultaneously draw sick leave benefits and benefits from the L.T.D. Program nor may a teacher draw sick pay if they qualify for the L.T.D. program.

7. A teacher who is eligible for L.T.D. may not draw from the Sick Bank except under the following circumstances:

   a. The days needed up to fifty (50) to complete the teacher's tenth (10th) year to vest retirement; or

   b. The days needed up to fifty (50) to complete the teacher's fifteenth (15th) year to vest benefits for spouse and/or dependents; or

   c. The days needed up to fifty (50) to complete the year for purposes of retirement.

      When a teacher is on L.T.D., hospitalization coverage shall continue as if the teacher had used the full allowable number of sick bank days (50).

   d. Further rules and regulations as established by the Sick Leave Bank Committee:

      1. The bank requires a written request for days and may require a written statement from a doctor.

      2. No one may use bank days until all regular sick leave days are used.

      3. A teacher with less than 35 accumulated sick days may draw from the bank only after having exhausted those days and serving a ten school day waiting period. Said ten period days are to be without pay.

      4. The bargaining unit may veto a bank decision by a 2/3 majority vote of the full membership.

5. All unused teacher sick days in excess of the 100 limit will be added to the sick bank pool.

6. When the number of days in the sick bank drops below 200 days, every teacher will be assessed 2 days the following August to replenish the bank.

7. The sick bank committee will allow teachers to petition for sick bank days because of extreme circumstances relating to spouse, child, or parent. A form requesting days under this provision should be submitted to the sick bank committee for consideration.

8. The sick bank committee will be made up of the Superintendent, an additional administrator, MEA president, an Elementary school teacher and a MS/HS teacher.

E. If a teacher, absent because of illness or injury, has exhausted sick leave accrual and sick leave bank, his/her hospitalization benefits will continue throughout the balance of the year.

F. If a teacher requests sick leave, a doctor's certificate may be required when deemed necessary by the Administration. In the event of absence of a teacher for illness in excess of five (5) consecutive working days' the Administration may, at its expense, require an examination by an independent physician. Time lost for sick leave, for which the teacher is not paid, shall be based on contracted days.

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

ARTICLE IX

LEAVE OF ABSENCE

A. Leaves of absence with pay, chargeable against the teacher's sick leave allowance, may be granted for the following reasons:

1. A maximum of five (5) days per school year for critical illness in the immediate family. Immediate family shall be defined as spouse, children, including legal guardianship, father or mother, spouse's parents, teacher's brother or sister. Supporting evidence may be required under such circumstances.

2. One (1) day when emergency illness in the family requires a teacher to make arrangements for necessary medical or nursing care.

3. One (1) day for attendance at the funeral service of a relative or close friend not covered in 1. and 2. above.

B. Leaves of absence with pay, not chargeable against the teacher's sick leave allowance, shall be granted for the following:

1. A maximum of five (5) days per school year for each death in the immediate family. Immediate family shall be defined as spouse, children, father or mother, spouse's parents, teacher's brother or sister. The five (5) days must be consecutive and the teacher must attend the funeral.

2. A maximum of two (2) days per school year for the death of a grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law, niece or nephew. The two (2) days must be consecutive and the teacher must attend the funeral. A teacher may apply for up to three (3) additional days to be deducted from his/her sick day bank. A denial of the request will not be subject to the grievance procedure.

3. A leave of absence may be granted to a teacher called for jury service. The District shall pay an amount equal to the difference between the teacher's salary and the daily jury duty fee paid by the court (not including travel allowance or reimbursement of expenses) for each day on which the teacher reports for or performs jury duty on which he would have been scheduled to work up to sixty (60) days.

4. Court appearances at the request of the Board of Education.

5. Attendance of educational conferences or conventions, with approval of the Superintendent, in the subject area in which the teacher is engaged. The number of teachers allowed to leave at any one time will be within the discretion of the Administration.

6. One (1) day to take the selective service physical examination and time necessary when held over by military authorities due to no fault of the teacher.

C. **Leave of Absence Without Pay**

1. A leave of absence, without pay, is obtained only for a special reason such as:

a. Poor health not covered under the sick leave provisions of Article X.

b. Family leave (ex. Spouse is moved for a job and teacher wants to go with spouse.)

2. Sabbatical

A teacher may request to take a sabbatical up to one (1) year and return to the same or similar position at the beginning of a semester for only special reason such as:

a. Advanced study related to the teacher's academic field of study.

b. Study to meet eligibility requirements for a certificate other than that held by the teacher.

c. Study, research, or special teaching assignments (ex. Exchange teacher program or similar assignment) involving a probable advantage to the school.

d. Service in the Peace Corps or any program comparable.

Such leaves except medical and parent care shall require a ninety-day notice. Each request for such leave is made to the Board of Education, which shall grant or deny the request in the exercise of its absolute discretion. Such a decision is not subject to the grievance procedures contained in this Agreement.

3. Up to one (1) school year may be taken for the care of mother, father, mother-in-law, father-in-law. At least thirty (30) days' notice must be given for such a leave. In cases of emergency, the administration may grant parent care leave without the thirty (30) day notice.

4. Leaves of absence without pay for the reason of poor health must be accompanied by a written statement from a doctor setting forth his opinion as to whether the condition of the teacher is such that the teacher is unable to carry out the teacher's regular duties at the School. The District may require examination from another doctor concerning the condition of the teacher, at the expense of the Board of Education.

5. Leaves of absence under this provision do not exceed one (1) year, but may be renewed at the discretion of the District.

6. Return from such leave will coincide with the beginning of a semester, and a teacher shall be assigned to the same position, if available, or a substantially equivalent position. On return from leave for study, or leave for service in the Peace Corps, Teacher Corps, and special teaching assignments, a teacher will be given the salary increases for the time spent in the manner provided in this Agreement.

7. If a teacher intends to return to work at the beginning of the first semester, a notice of intent to return to work must be received by the Superintendent not later than June 1st. If a teacher intends to return to work at the beginning of the second semester of any particular school year, a notice of intent to return to work must be filed with the Superintendent no later than December 1st.

D. **Maternity and Child Care Leave**

1. Maternity leave without sick leave pay shall be granted to any member of the bargaining unit who becomes pregnant and requests said leave. Such leave shall begin at any time, during the course of pregnancy, as verified by her doctor; and shall continue for the duration of pregnancy and post-partum recovery at which time the teacher shall return to her duties or commence an unpaid child care leave as provided below; or any pregnant teacher who continues to perform her duties until, according to her doctor, she becomes physically disabled by her pregnancy or child birth shall be entitled to utilize her accumulated sick leave benefits for the period of disability caused by a pregnancy or child birth under the terms of Article X.

2. A child care leave without pay shall be granted to any member of the bargaining unit. In the case of pregnant women, the child care leave shall commence at the conclusion of the maternity leave provided in

   a. above or the conclusion of the period of disability as provided in

   b. above should the teacher elect to utilize paid sick leave.
      1. If the birth of the child occurs before the end of the first semester, the child care leave shall be for the remainder of the school year, or the remainder of the school year plus one semester.

      2. If the birth of the child occurs during the second semester, the child care leave shall be up to one year plus the balance of that semester.

      3 Return will be made to the same or similar position only at the beginning of a semester, unless a staff vacancy occurs earlier and she is qualified to fill that position.

      4. Other circumstances which warrant earlier re-employment may occur and these will be considered as they occur.

      5. She will be re-employed whether she is a probationary or tenure teacher, provided she signifies during the first week of the leave that she intends to return.

E. A teacher absent from work because of mumps, scarlet fever, pink eye, impetigo, measles, chicken pox, scabies and head lice shall suffer no diminution of compensation and shall not be charged with sick leave if it can reasonably be shown that said illness was contracted during the course of employment. Such leave to be granted only on a physician's statement that the teacher suffers from one of the above illnesses with a limit of twenty-one (21) school days.

F. Insurance premiums will continue on a pro-rated basis of days of employment consistent with the Agreement. In no case will fringe benefits be continued for less than one (1) month. Teachers on maternity leave may, subject to the terms of the carrier, continue the insurance payments by paying the premiums directly to the school.

G. Teachers who are officers of the Association or are appointed to its staff may, upon proper application, be given a leave of absence for one (1) year, without pay, for the purpose of performing duties for the Association. Such teachers will be given a leave of absence only if a competent replacement can be found and will be returned only if an opening exists.

H. Military leaves of absence for one (1) tour of duty shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States, as provided for under the Universal Military Training Act.

I. The Board of Education may grant a leave of absence without pay only if a competent replacement can be found to any teacher to campaign for and serve in a public office of one (1) term. Such teachers shall be allowed to return to teaching duty only if an opening exists.

ARTICLE X

INSURANCE

A. Beginning on January 1st, 2026 The District will pay on behalf of each eligible employee who elects coverage the lessor of the amount of the annual premium or the 2026 statutory hard cap amounts under MCL 15.53:

$ 7,942.09 annually for employees with single person coverage.
$ 16,609.38 annually for employees with two-person coverage
Or
$ 21,660.30 annually for employees with family coverage.

B. After the 2026 medical benefit plan coverage year, the district will pay the hard cap determined under the 2011 PA 152. If PA 152 is no longer in effect, then the hard cap amounts will be increased by the increase in health insurance premium costs, up to 3%.

C. The teacher's premium contribution will be payroll deducted, in equal amounts for the

1st two pays of each month, starting with the teacher's first paycheck through a qualified Section 125 Plan and, as such, will not be subject to withholding. The employer's "qualified Section 125 Plan" shall include all the provisions necessary for pre-tax contributions to teacher's HSA (Health Savings Account) accounts administered through HEQ (Health Equity).

D. Teachers may contribute, if qualified, through payroll deduction and electronic transfer, additional money towards their HEQ HSA (Health Savings Account) accounts up to the maximum allowed by federal law.

E. 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 the least expensive of the offered plans, the deductible will automatically adjust to meet the federal minimum requirements.

F. The District will provide to the bargaining unit member two Medical Plan Options for a full twelve (12) month period for the bargaining unit member and his / her entire family. These must be made in agreement between the MEA and the District.

G. Bargaining unit members not electing insurance will receive the MESSA Ancillary Package described below as well as $375 per month towards options, annuities, or cash.

H. All other MESSA Ancillary benefits described below shall be fully employer paid and provided to all teachers in the bargaining unit.

MESSA Ancillary Package:

Long Term Disability: 66 2/3%
Maximum: $3500
Waiting Period: 90 Calendar Days-Modified Fill
Alcohol/Drug: Same as any other illness
Mental/Nervous: Same as any other illness
Soc. Sec. Offset: Primary
Own-Occupation: 2 years
Pre-Exist Condition: Yes
COLA: No
SS Freeze: Yes
Negotiated Life: $20,000 with AD & D
Vision: VSP-3G
Dental: 80/80/80/80 $2000 Annual / $2,000 Orthodontics

Part time / non-full-time staff will have their health insurance prorated to match the hours

(percentage) of their assignment. (Example: If a staff member is employed for .6, school will only pay .6 of the contribution outlined in Article XII, Letter A

Those selecting the Ancillary Package Only will still receive the full $375 per month towards options, annuities, or cash.

ARTICLE XI

TEACHER EVALUATION

A. All monitoring of the faculty lounge, classrooms, or any teacher meeting by electronic devices shall be forbidden, unless requested in advance by the teacher or agreed upon by the Administration and the Association.

Any security monitoring of computer labs will not be used for teacher evaluation or observations. These systems are intended to protect the lab equipment from vandalism.

The Administration and the Association have agreed the following areas will have constant security monitoring:

Middle School Gym
High School Gym
Media Centers
All Computer Labs

B. Each teacher shall have the right, upon request and within five (5) working days to review in the presence of a supervisor, the contents of his/her own personnel file. A representative of the Association may be requested to accompany the teacher in such review. Such requests will be made, in writing, to the Principal or Superintendent.

C. If a teacher is reprimanded, he/she is entitled to request in writing that a member of the Association review the reasons for the reprimand with the school administrator.

D. All evaluations shall be based upon the Teacher Evaluation Procedures in this Agreement.

E. The District shall follow the provisions of the Revised School Code MCL 380.1249, as amended, and District Evaluation Procedures regarding the evaluation of teachers. The 5D+ Teacher Evaluation shall be the performance evaluation tool unless the parties mutually agree to a different tool. Student growth and assessment data or student learning objectives metrics will be 20% of the evaluation and the other 80% of the evaluation will be objective criteria as determined by the evaluation tool.

If the evaluation procedures are not followed and the teacher receives a final rating of less than effective on their year-end evaluation, then the grievance procedure may only be utilized up to Level 3. Any changes to the District Evaluation Procedures must be mutually agreed upon between the MEA and the District.

F. TRIANNUAL EVALUATIONS Any teacher who has received at least an effective rating on three consecutive year-end evaluations will be evaluated triannually.

1. The triannual rotation will begin in the 2025-26 school year. The principal of each building will determine the group of teachers (about half) who will be evaluated in the 2025-26 school year, with the remaining group being evaluated in the 2026-27 school year.

2. Any teacher who is probationary or on an Individualized Development Plan will be evaluated annually.

3. If concerns arise in teacher performance in a non-evaluation year, the principal may choose to complete a full evaluation of the teacher. In this case, the teacher and MEA will be notified of the concerns before the beginning of the evaluation process.

4. During the "off-year", teachers will not be required to do a self-evaluation, formal observations, and final rating for that school year as they are receiving an effective rating from their previous year.

5. A teacher scheduled for evaluation will be notified by the first Friday in September that they are on the rotation for evaluation and who their primary evaluator is for that year.

ARTICLE XII

STUDENT DISCIPLINE AND PROTECTION OF TEACHERS

A. Classroom discipline is a professional responsibility of the teacher.
The district shall give all reasonable support and assistance to the teacher with respect to the maintenance of control and discipline in the classroom when such discipline is exercised in accordance with the District policies, rules and procedures. The District further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian for emotionally disturbed students nor to be charged with responsibility for psychotherapy. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law

enforcement personnel, physicians or other professional persons, the District will take reasonable steps to assist the teacher with respect to such pupil.

B. The district recognizes that discipline problems are less likely to occur in classes which are well taught and where a high level of student interest is maintained, however, teachers shall have the authority to take such means as may be necessary to control the disorderly conduct of students in all situations and in all places where such students are within the jurisdiction of the district and/or when such conduct interferes with the educational program of the school or threatens the health and safety of others.

A student may be removed from a class, subject, or activity for one (1) day by his/her teacher for certain conduct as specified in the Code of Conduct, or he/she may be given a short-term suspension by the Superintendent. A student so removed may be allowed to attend other classes taught by other teachers during the term of the one (1) day removal.

C. If a teacher reports a student act of violence or assault, resulting in a suspension of ten (10) days or more, to the building administration and superintendent, a meeting with the school superintendent, building principal, parents, classroom teacher of incident, and if applicable, the Special Ed Director and members of the student's IEP team will be called to establish a return to school plan within ten (10) school days to develop a strategy and plan to secure the safety of the students, staff and employees.
Any case of assault upon a teacher shall be promptly reported to the building administration and superintendent. The district shall provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling the incident by law enforcement and judicial authorities.

D. If any teacher is complained against or sued by reason of disciplinary action taken by the teacher against a student, provided such action is in compliance with all pertinent laws, rules, and policies, the District will provide legal counsel and render all necessary assistance to the teacher in his/her defense if the Board of Education feels he/she has acted in a prudent and just manner.

E. Time lost by a teacher in connection with any incident mentioned in the Article shall not be charged against the teacher as long as the teacher was acting within the limits established by the District.

F. The District shall compensate two hundred dollars ($200) for insurance deductibles or for loss or damage to eyeglasses, hearing aides or cell phones attributed to their job duties. Teachers who bring personal property to the school for classroom use will be reimbursed up to two hundred dollars ($200) for damages, destruction, or theft only if permission is received in writing from the principal to bring such property into the school. The amount of liability accepted by the school will be indicated in

writing. Damages or destruction shall not cover the effects of normal wear and tear and use. Such loss might be reasonably attributed to the cause of his/her job duties and not the result of negligence on the part of the employee.

G. Any complaints by a parent of a student directed toward a teacher shall be promptly called to the teacher's attention if considered serious by the appropriate Administrator, if written into the Teacher's Personnel File, or if used as a basis for reprimand

H. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils' property. They shall not be individually liable except in the case of gross negligence or gross neglect of duty for any damage or loss to person or property.

I. The Board of Education will not discipline or dismiss any teacher except for reasons which are not arbitrary or capricious. The burden of proof will be placed on the district.

ARTICLE XIII

NEGOTIATION PROCEDURES

A. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to all permissive or mandatory subjects of collective bargaining and that all such subjects have been discussed and negotiated. Therefore, the District and the Merrill Education Association for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and/or signed this Agreement.

B. Negotiations for a new Agreement will begin no later than April 15th, 2028.

C. If a successor agreement has not been reached by the start date of the new school year, pay is retroactive upon agreement of the new Master Agreement.

Article XIV

Grievance Procedure

1. A grievance shall mean a complaint by a teacher in the bargaining unit that there has been to him/her a violation, misinterpretation or inequitable application of a specific provision of this Agreement. Except that the term grievance shall not apply if the teacher selects another method of redress, eg, the Tenure procedure, Civil Rights Commission,

MERC, or etc.

2. As used in this Article, the term "teacher" may mean a group of teachers having the same grievance.

3. Failure at any step of this procedure by the Board or its representatives to communicate the decision on the grievance within the specified time limit shall permit the teacher or the Association to lodge an appeal to the next step of this procedure. Failure to appeal a decision within the specified time limit shall be deemed an acceptance of that decision. All time limits in this Article may be extended by mutual consent.

4. For purposes of this Article, day shall mean calendar day, exclusive of Saturday, Sunday, legal holidays, and all other non-attendance days during the school calendar year.

B. **PROCEDURE FOR HANDLING:**

1. **Level One:** A teacher who feels he/she has a grievance must first take up the matter verbally with his/her principal **within five (5) calendar days from when he/she became aware of the alleged grievance.** Relief sought in any grievance shall be limited from the date of the first step of the grievance procedure.

2. **Level Two:** If this fails to resolve the grievance, the teacher shall reduce the grievance to writing, specifying the section of the agreement he/she alleges is violated, the events that caused the alleged violation and the remedy sought and present it to the Principal **within ten (10) calendar days of when he/she became aware of the act or condition.**

Within five (5) days of receipt of the written grievance, the Principal will arrange a conference with the view of satisfactorily resolving the grievance. At the time of the conference, the teacher may appear alone or he/she may be represented by the Association or both. Such Conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the teacher.

Within five (5) days after such a conference, the Principal shall answer the grievance in writing.

3. **Level Three:** If the grievant does not accept the Principal's written answer, the grievance may be appealed to the Superintendent of Schools by sending such notice in writing to him/her **within five (5) calendar days from the date of the Principal's written decision.** If the grievance arises from the action or authority higher than the Principal of the School, the Association may present such grievance at the Superintendent level within the time limit specified in B.1. above.

Within ten (10) calendar days of receipt of the written appeal, the Superintendent or his/her designated representative will arrange for a conference to satisfactorily resolve the grievance. Such a conference shall be scheduled at a time when there is no disruption of the normal school routine and duties of the teacher.

Within ten (10) calendar days, the Superintendent or his/her designated representative shall answer such grievances in writing. Such answer shall be final and binding unless appealed to the next step **within ten (10) days from the date of the Superintendent's written decision.**

4. **Level Four:** At the next Board meeting, the Board shall hear the grievance and shall render a decision on the grievance **within ten (10) days of the hearing.** The decision of the Board shall be final unless **within ten (10) days of receipt of the decision of the Board**, the grievant and the Association shall invoke the arbitration provision of this Article, by notifying the Board in writing.

5. **Level Five:** If the grievant does not accept the Superintendent's written answer, the grievance (at the request of the Association not the individual teacher) may be appealed to MERC for State Appointed Mediation (non-binding) by sending such notice to the Superintendent of Schools **within five (5) calendar days from the date of the Superintendent's Level 3 written decision.**

6. Level Six: At the request of the Association (not the individual teacher), the grievance may be submitted to binding arbitration before an impartial arbitrator **within ten (10) days of the completion of Level Five Mediation.** The parties may select an impartial arbitrator **within ten (10) days.** If an arbitrator is not agreed upon, the dispute may be submitted to the American Arbitration Association, who will submit a list of arbitrators. **The decision of the arbitrator from the American Arbitration Association will be binding upon both parties.**

7. Only one (1) grievance at a time may be taken to a particular arbitrator.

8. The fees and expenses of the Arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them and neither party shall be responsible for any expense of witnesses or representatives of the other party.

9. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

ARTICLE XV

MISCELLANEOUS PROVISIONS

A. No polygraph or lie detector device shall be used in any investigation of any teacher by the school, unless requested by the teacher.

B. The parties agree that this Agreement incorporates their full and complete understanding and that any prior oral or written agreement or practices are superseded by the terms of this Agreement. The parties further agree that no oral or written understandings or practice will be recognized in the future, unless committed to writing and signed by the parties as a supplement to this Agreement.

C. Copies of this Agreement shall be sent via E-mail and printed at the discretion of the teacher. Copies will be printed for signature from both sides.

D. If any provision or any application of this Agreement shall be found contrary to law, then to the extent of the conflict, the law shall supersede. All other provisions or applications shall continue in full force and effect.

E. Teachers are not expected to report for work when school has been called due to inclement weather.

F. Parties agree to negotiate in the event the current law regarding required number of school days changes.

G. If a teacher uses three (3) or less Universal Leave days in one school year, they will receive a $120 stipend at the end of the school year.

H. Teachers who find it necessary to take additional classes to meet the qualifications shall be reimbursed the cost of tuition for the necessary classes according to the following schedule: An "A" in the class equals seventy (70%) percent reimbursement; a "B" in the class equals sixty (60%) percent reimbursement; a "C" in the class equals thirty (30%) percent reimbursement.

ARTICLE XVI

BOARD RIGHTS

The Board, on its own behalf and on behalf of the electors of the School District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities, conferred upon and vested in it by laws and the Constitution of the State of Michigan and of the United States. Such powers and rights shall, by way of illustration, include the right to:

1. Manage and control the school system and its property and facilities.

2. To hire all teachers, subject to the provisions of the laws; to determine their qualifications and conditions of their promotion and transfer all such teachers.

3. Establish, or modify and conditions of employment except those covered by the provisions of the Agreement.

The exercise of the foregoing powers, rights and responsibilities of the Board and the use of judgment and discretion in connection therewith shall be limited only by the expressed and specific terms of this Agreement.

ARTICLE XVII

Seniority

Beginning with the 2026-2027 school year, members hired into the bargaining unit shall be placed on the seniority list on their first work day in the bargaining unit in the regular school calendar from their most recent date of hire.

A seniority list shall be maintained by the district with members ranked in order of seniority. The seniority list shall be emailed by Oct. 1st each year. Any proposed corrections shall be brought to the attention of the administration for review by November 15th each year. After mutual agreement, the list shall be final. Updates to the seniority list may occur if new staff is hired after Nov. 15th.

If there is a tie on the seniority list, the tie shall be broken according to an agreed upon digital generator.

All seniority shall be lost when a teacher retires, resigns, or is discharged. Seniority shall be frozen if the teacher transfers to a non-bargaining unit position in the district for two years or less. If they return to the bargaining unit within the two years, they shall be entitled to such rights as they may have had under this Agreement at the point that they left the union.

Seniority shall continue to accrue during periods of layoff up to one year, unpaid leaves of less than one school year, and the full duration of a qualified military leave.

ARTICLE XVIII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2026, and shall continue in effect for three (3) years until June 30, 2029. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Merrill Board of Education

6/30/2026

Date

Merrill Education Association

6-17-2026

Date

Appendix A

Salary Schedule

2026-2027

STEP	BA	BA+20	MA	MA+20
1	42,140	42,983	45,240	46,145
2	43,404	44,272	46,597	47,529
3	44,707	45,601	47,995	48,955
4	46,048	46,969	49,434	50,424
5	47,429	48,378	50,917	51,936
6	48,852	49,829	52,445	53,494
7	50,318	51,324	54,018	55,099
8	51,636	52,669	55,434	56,543
9	52,669	53,722	56,543	57,674
10	53,722	54,796	57,674	58,826
11	54,796	55,893	58,826	60,004
12	55,893	57,010	60,004	61,203
13	57,010	58,150	61,203	62,427
14	57,580	58,732	61,815	63,051
15	58,156	59,319	62,433	63,683
16	58,738	59,913	63,058	64,319
17	59,325	60,512	63,689	64,963
18	59,919	61,116	64,325	65,612
19	60,518	61,728	64,969	66,268
20	61,122	62,345	65,619	66,930
21	61,734	62,969	66,275	67,601
22	62,352	63,598	66,938	68,276
23	62,975	64,235	67,607	68,959
24	63,604	64,877	68,283	69,649
25	64,241	65,526	68,965	70,345
26	64,883	66,181	69,655	71,048

2027-2028

STEP	BA	BA+20	MA	MA+20
1	43,194	44,057	46,371	47,298
2	44,489	45,379	47,762	48,717
3	45,824	46,741	49,195	50,179
4	47,199	48,143	50,670	51,684
5	48,615	49,587	52,190	53,235
6	50,073	51,075	53,756	54,831
7	51,576	52,607	55,369	56,477
8	52,927	53,985	56,820	57,956
9	53,985	55,065	57,956	59,116
10	55,065	56,166	59,116	60,297
11	56,166	57,290	60,297	61,504
12	57,290	58,435	61,504	62,733
13	58,435	59,604	62,733	63,988
14	59,020	60,200	63,360	64,628
15	59,610	60,802	63,994	65,275
16	60,206	61,411	64,635	65,927
17	60,808	62,024	65,281	66,587
18	61,417	62,644	65,933	67,252
19	62,031	63,272	66,593	67,925
20	62,651	63,904	67,259	68,604
21	63,278	64,543	67,931	69,291
22	63,910	65,188	68,611	69,983
23	64,549	65,840	69,297	70,683
24	65,194	66,499	69,990	71,390
25	65,847	67,164	70,689	72,104
26	66,505	67,835	71,396	72,824

2028-2029

STEP	BA	BA+20	MA	MA+20
1	44,058	44,939	47,298	48,244
2	45,379	46,286	48,717	49,692
3	46,741	47,676	50,179	51,182
4	48,143	49,106	51,684	52,718
5	49,587	50,579	53,234	54,299
6	51,075	52,096	54,832	55,928
7	52,607	53,660	56,476	57,606
8	53,986	55,065	57,956	59,115
9	55,065	56,167	59,115	60,298
10	56,167	57,290	60,298	61,503
11	57,290	58,436	61,503	62,734
12	58,436	59,604	62,734	63,988
13	59,604	60,796	63,988	65,267
14	60,200	61,404	64,628	65,920
15	60,802	62,018	65,274	66,580
16	61,410	62,639	65,928	67,246
17	62,025	63,265	66,587	67,919
18	62,645	63,897	67,252	68,597
19	63,271	64,537	67,925	69,284
20	63,904	65,182	68,604	69,976
21	64,543	65,834	69,290	70,676
22	65,189	66,492	69,983	71,382
23	65,840	67,157	70,683	72,097
24	66,498	67,829	71,390	72,818
25	67,164	68,507	72,103	73,546
26	67,835	69,192	72,824	74,281

APPENDIX A, 2

1. With the accordance with State Law, professional staff members would receive one dollar ($1) for an evaluation of effective.

2. Adult lunch prices will follow state mandated amounts. Staff will be notified of amount at the beginning of each year.

Appendix B

Extra pay for the following duties will be determined as a percent of the beginning B.S. or B.A. salary. All extra activities must be held after school. No class time shall be given to extra duties except as provided for by the Athletic Director and/or the Building Principal.

PERCENT OF POSITION B.S. BASE YEARS EXPERIENCE

2026-2027
PROPOSED SCHEDULE B & COACH PAYMENTS B.2

	Year 1	Year 2	Year 3	Year 4
Football				
Head Var	11.0%	12.0%	13.0%	14.0%
*Asst Var	7.5%	8.5%	9.5%	10.5%
*Head JV	7.5%	8.5%	9.5%	10.5%
*Asst. JV	6.0%	7.0%	8.0%	9.0%
***Cross Country**	4.5%	5.5%	6.5%	7.5%
Basketball				
*Boy's Var	10.5%	11.5%	12.5%	13.5%
*Boy's JV	6.5%	7.5%	8.5%	9.5%
*Girl's Var	10.5%	11.5%	12.5%	13.5%
*Girl's JV	6.5%	7.5%	8.5%	9.5%
Volleyball				
*Var	7.5%	8.5%	9.5%	10.5%
*JV	6.5%	7.5%	8.5%	9.5%
Baseball				
*Var	8.0%	9.0%	10.0%	11.0%
*JV	6.0%	7.0%	8.0%	9.0%
Softball				
*Var	8.0%	9.0%	10.0%	11.0%
*JV	6.0%	7.0%	8.0%	9.0%
Track				
*Head	8.0%	9.0%	10.0%	11.0%
*Asst	4.5%	5.5%	6.5%	7.5%
*Asst	4.5%	5.5%	6.5%	7.5%
Cheer				
*Competitive	6.0%	10.0%	11.0%	12.0%
*Sideline	4.0%	5.0%	6.0%	7.0%
***Wrestling**	8.5%	9.5%	10.5%	11.5%

	Year 1	Year 2	Year 3	Year 4	
Yearbook	4.0%	5.0%	6.0%	7.0%	
Band	10.0%	11.0%	12.0%	13.0%	combined
NHS	3.0%	4.0%	5.0%	6.0%	
HS Student Council	4.0%	5.0%	6.0%	7.0%	
MS Student Council	2.0%	3.0%	4.0%	5.0%	max $750
MS Yearbook	3.0%	4.0%	5.0%	6.0%	max $750
Robotics					
ES 3-5	$750	750	750	750	
ES K-2	$750	750	750	750	
-HS	$2,500	$2,500	$2,500	$2,500	
-MS	$1,000	$1,000	$1,000	$1,000	
Drama	7.0%	8.0%	9.0%	10%	
Fandals	$500	$500	$500	$500	
Writing Team	$500	$500	$500	$500	
Quiz Bowl	$500	$500	$500	$500	
Law Day	$500	$500	$500	$500	
E-Sports	$500	$500	$500	$500	
Art Club	$500	$500	$500	$500	
Ecology	$500	$500	$500	$500	
MS Sports*					
Volleyball 7	$1,000	$1,100	$1,200	$1,200	
Volleyball 8	$1,000	$1,100	$1,200	$1,200	
Football 5/6	$1,000	$1,100	$1,200	$1,200	
Football 7/8	$1,000	$1,100	$1,200	$1,200	
Girls 7 BB	$1,000	$1,100	$1,200	$1,200	
Boys 7 BB	$1,000	$1,100	$1,200	$1,200	
Girls 8 BB	$1,000	$1,100	$1,200	$1,200	
Boys 8 BB	$1,000	$1,100	$1,200	$1,200	
Comp. Cheer	$1,000	$1,100	$1,200	$1,200	
Track	$1,000	$1,100	$1,200	$1,200	

*Paid through ESS

Any person overseeing the following activities, must attend all MSAC competitions, attend the pre-planning meeting, hold at least 3 practices after school in order to receive a stipend of $500. Minimum number of participants required to run the activity will be established at the beginning of each season by the administration.

MSAC Academic Competitive Groups
Forensics
Language Arts
Model UN
Science Olympiad

Each extra class (no free period) 1/5 of pay. Extra classes shall be voluntary unless the District has exhausted all other alternatives to fill the position.

Upon request, Schedule B checks for coaching positions will be paid in two (2) equal installments. One (1) shall be paid at the end of the season and the other shall be paid two (2) weeks later or when coaching duties are completed.

Teachers who have more than 25 years of retirement credit can opt to have their schedule B pay paid directly from the school rather than through a third party, such as PCMI.

The following duties, as determined by the District, shall be paid at the rate of twenty ($20) per hour.

1. Substitute teaching (on a voluntary basis, except one-day emergencies)
2. Before School
3. Lunch Period
4. After School
5. Weekends and Vacations

The following duties, as determined by the District, shall be paid at the rate of thirty ($30) per Hour.

1. Homebound Teaching

Volunteer employment for curriculum studies--At the request of the administration, a teacher may volunteer for summer employment to work on curriculum studies. The teacher will be notified in writing as to the number of days and hours involved. The pay for this volunteer summer employment will be twenty ($20) per hour.

In an emergency situation requiring the teacher to leave during the course of the regular school day when the Administration has been given no prior notice of this absence, the position shall be filled by a fellow staff member. Each staff member will be available to work in this capacity no more than two (2) unpaid class periods per year. In the elementary, not more than fifty-eight (58) minutes shall constitute a class period. These periods must be within the teacher's normal work day.

The District will reimburse, in addition, thirty-five ($35) Dollars per semester hour and Twenty-five ($25) Dollars per term hour, for each hour taken over a B.A. or B.S. Classes must be taken through a reputable institution of higher learning. Community College courses are not accepted unless prior approval from the Superintendent has been granted. Reimbursement must be requested within ninety (90) days of grade verification.

Teachers will receive extra pay during the school year for extra-curricular activities only if they have a full teaching load as is stated in Articles V and VI.

Extra-curricular activities are voluntary.

The Merrill Education Association recognizes the value of interesting its members in participating in such extra-curricular activities as riding game buses and chaperoning dances.

Payment for new positions on Schedule B will be negotiated as the position itself is adopted by the Board of Education.

All new teachers must be provided a mentor teacher for their first two (2) years. In addition, teachers reassigned to a different building (that has not taught in that building) must be provided a mentor teacher for at least one (1) year. The mentor and mentee are to be notified by the first teaching day of this assignment. A mentee in the same general subject and/or grade level shall be assigned. Serving as a mentor teacher shall be voluntary and the District agrees to reimburse the mentor with a $100 stipend at the conclusion of the school year for each year.

District is holder of professional records. It is the responsibility of the teacher to furnish the School and State all professional development records for certification renewal. The school district agrees to be the holder of these records.

School Calendar

1. 175 Student days with 372 minutes per day of instruction (1,085 Hours). , Four full-day Teacher Professional Development days (24 Hours). (1,085 + 24 = 1,109 hours per year)

    1. 181 Total Teacher days at seven (7) hours and twelve (12) minutes per day. (78,192 minutes per year)

        a. One of the two days before the start of the school year will be designated as a teacher work day.
        b. Six (6) full-days of professional development during the 181-calendar year (6 hours x 6 days = 36 hours)
        c. Student and Teacher last day – all teachers will be released when the teacher completes and submits an end of the year checklist.

Merrill Community Schools | 2026-2027 CALENDAR

AUGUST '26

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

24 **Teacher Work Day**
25 **PD Day – No School**
26 **First Day of School**
28 **PD Day – No School**

Student Days 3/3
Teacher Days 6/6

SEPTEMBER '26

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

07 Labor Day
04 **No School**
07 **No School**

Student Days 20/23
Teacher Days 20/26

OCTOBER '26

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12 Columbus Day
02 **Homecoming**
23 **End of 1st MP (MS/HS)**

Student Days 22/45
Teacher Days 22/48

NOVEMBER '26

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

11 Veterans Day
26 Thanksgiving Day
24 **End of 1st Tri (Ele)**
25 – 27 **No School**

Student Days 18/63
Teacher Days 18/66

DECEMBER '26

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

25 Christmas Day
18 **End of 1st semester/2nd MP (MS/HS)**
21 -31 **Winter Break**

Student Days 14/77
Teacher Days 14/80

JANUARY '27

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

01 New Year's Day
18 M.L. King Jr. Day
01 **Winter Break**
18 **PD Day – No School**

Student Days 19/96
Teacher Days 20/100

FEBRUARY '27

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

15 Presidents Day
08 **PD Day – No School**
15 **No School**
26 **End of 2nd Tri (Ele)**

Student Days 18/114
Teacher Days 19/119

MARCH '27

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

26 Good Friday
28 Easter Sunday
08 **PD Day – No School**
12 **End of 3rd MP (MS/HS)**
26 -31 **Spring Break**

Student Days 18/132
Teacher Days 19/138

APRIL '27

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

1-2 **Spring Break**
19 **PD Day – No School**

Student Days 19/151
Teacher Days 20/158

MAY '27

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

31 Memorial Day
7 **Senior's Last Day**
20 **Graduation**
31 **No School**

Student Days 20/171
Teacher Days 20/178

JUNE '27

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

18 Juneteenth
04 **Last Day of School**

Student Days 4/175
Teacher Days 4/182

JULY '27

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

04 Independence Day

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