AGREEMENT

between

NOTTAWA COMMUNITY SCHOOL

and

SOUTHWESTERN MICHIGAN EDUCATION ASSOCIATION,
MEA-NEA

July 1, 2026

to

June 30, 2027

COLLECTIVE BARGAINING AGREEMENT

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COLLECTIVE BARGAINING AGREEMENT

This Agreement made on the date hereinafter set forth by and between NOTTAWA COMMUNITY SCHOOLS, acting by and through its Board of Education (hereinafter called the "Board") and SOUTHWESTERN MICHIGAN EDUCATION ASSOCIATION, MEA-NEA (hereinafter called the "SMEA").

ARTICLE I

PURPOSE AND RECOGNITION

1.1 PURPOSE. The general purpose of this Agreement is to set forth the terms and conditions of employment for members of the bargaining unit and to promote orderly and peaceful labor relations.

1.2 RECOGNITION. Pursuant to Act 379, Public Acts of 1965, as amended, the Board recognizes the SMEA as the exclusive bargaining agent for employees of the Board (hereinafter referred to as "teachers") in the Bargaining unit defined as:

All instructional personnel employed by the school district, grades GSRP & K-8, but excluding executive and supervisory personnel and all non-certified employees.

ARTICLE 2

CONTRACT INTERPRETATION AND ADMINISTRATION

2.1 DEFINITIONS. Except as otherwise expressly provided in this Agreement, the words and phrases hereinafter set forth shall have the following meaning:

A. ASSOCIATION means the Nottawa Education Association. The Association is the designated representative of SMEA for the purpose of contract administration, including the processing of claims under the Grievance Procedure.

B. TEACHER means a member of the bargaining unit. Reference to female teachers shall include male teachers, and all feminine pronouns shall include both males and females.

C. PART-TIME TEACHER means a teacher regularly employed under contract for less than a full work week or work day.

D. PARTY means the Board or SMEA.

E. DAY means a day when school is open and teachers are scheduled to report for duty, except that during summer recess day means a regular business day excluding holidays and weekends.

F. EMERGENCY means a sudden or unforeseen situation that requires immediate action.

G. WORK YEAR means the regular contract year beginning with the first day closest to September 1 on which an employee is scheduled to provide professional services and ending on the last scheduled work day closest to June 1.

2.2 GENERAL INTERPRETATION. Each of the provisions of this Agreement shall be subject and subordinate to the obligations of either party under applicable laws or regulations. If any provision shall be prohibited by or deemed invalid under such applicable laws or regulations, such provision shall be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Agreement. If any provisions of this Agreement are invalidated, the parties will meet to re-negotiate such invalidated provision.

For the purpose of this Agreement:

A. CAPTIONS. Captions are included only for convenience of reference and shall not modify in any way the provisions herein.

B. OTHER RIGHTS. Nothing in this Agreement shall deny or restrict any rights guaranteed to an employee under applicable laws or regulations. The rights of either party or of an employee to any benefit shall be determined solely by the terms of the Collective Bargaining Agreement in effect at the time such benefit is claimed, it being expressly intended that the parties shall have the unrestricted right to delete, add, or modify any provision of the Agreement and any subsequent Agreement, and any benefit in this Agreement shall be subject and subordinate to any such subsequent change.

C. SCHEDULE MODIFICATION. The Board, after consultation with the Association, may, in an emergency, temporarily alter the work schedule to the extent the Board determines necessary to comply with applicable local, state or federal laws or regulations; the availability of utilities; or for other circumstances beyond the control of the Board. After the emergency has passed, the work schedule shall revert back to that previously bargained by the parties. In the event permanent modifications should become necessary, the Board will bargain such work schedule alteration upon request by the Association.

D. SUBORDINATION. Any individual contract or endorsement thereto between the Board and the teacher for the performance of duties which are subject to the terms of this Agreement shall be subject and subordinate to the provisions of this Agreement.

E. PRIOR PRACTICES. This Agreement shall supersede any existing rules, regulations or practices of the Board which shall be contrary or inconsistent with the terms of this Agreement.

ARTICLE 3

EMPLOYER RIGHTS

Except as otherwise expressly provided in this Agreement, the Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon it or vested in it by the laws and Constitution of the State of Michigan and of the United States, and all rights and powers to manage and conduct the activities of the Board and to utilize and direct its employees which the Board had prior to the certification of the SMEA.

The exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this Agreement not contrary to school law.

ARTICLE 4

ASSOCIATION RIGHTS AND RESPONSIBILITIES

4.1 ASSOCIATION RIGHTS. In order to facilitate the administration of this Agreement, the Association shall have, in addition to other rights expressly set forth herein or provided by law, the following rights:

4.11 MEETING FACILITIES. The use of school facilities at reasonable hours for the conduct of meetings of the Association, provided that such use shall not interfere with the primary educational use of the facilities and provided further that when special custodial or other services are required, the Employer may make a reasonable charge therefore.

4.12 SERVICES AND EQUIPMENT. The use of designated school equipment, provided that such use shall not interfere with the Board's use, shall not require the services of any non-bargaining unit employee and shall not be used by any teacher in such manner as to interfere with the discharge of her employment duties or the discharge of the duties of any other employee. The Board shall be promptly reimbursed by the Association for all supplies used and for any damage.

4.13 EMPLOYEE COMMUNICATIONS. The use of District mail service, teacher mailboxes, and designated bulletin boards in the building for the purpose of giving notice of Association activities and matters of Association concern.

4.14 REQUESTED INFORMATION. The right to receive such information as required by law for the negotiation or administration of the Collective Bargaining Agreement. Copies of the Board meeting agendas and minutes shall be posted on the staff bulletin board in the building.

4.15 ASSOCIATION LEAVE DAYS. The Board shall grant the Association up to two (2) paid leave days per year for the use of its representatives to participate in association activities. The Association shall reimburse on current basis to the Employer 100 percent of the amounts paid to Michigan Public School Employees Retirement System (MPSERS) which relate to the time a member(s) is (are) on association leave. The Association will reimburse to the Employer the current substitute salary for any of these days used.

4.2 ASSOCIATION RESPONSIBILITIES. The Association and the SMEA shall have, in addition to other responsibilities expressly set forth herein or provided by law, the following responsibilities:

4.21 ASSOCIATION REPRESENTATIVES. The responsibility to promptly notify the Board in writing of the names of those persons who have been authorized to act on their behalf and the authority of each such person, which notice shall remain in effect until superseded by a new, written notice.
Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at. all reasonable times, provided that this shall not interfere with or interfere school operations.

4.22 MISCELLANEOUS PAYROLL DEDUCTIONS. Upon written authorization from the teacher, the Board shall deduct from the salary of any teacher and make prompt remittance for insurance, MEFSA tax sheltered annuities, and direct deposits. Authorization shall be made within 30 days after the beginning of the school year (or contract ratification, whichever comes later) and may only be changed within 30 days after the beginning of each semester. Changes in deductions shall also be allowed whenever there is a change in the teacher's family status.

4.3 ASSOCIATION DUES.

4.31 ASSOCIATION MEMBERSHIP. Membership in the Association is not compulsory. Teachers have the right to join or not join, maintain or drop their membership in the Association, as they see fit. Neither party shall exert any pressure on nor discriminate against any teacher by reason of her joining or refusing to join the Association.

4.32 FINANCIAL RESPONSIBILITY. Membership in the Association is separate and distinct from the assumption by a teacher of an equal obligation to compensate the Association for the benefits received from representation. The Association is required under this Agreement to represent all of the teachers in the bargaining unit fairly and equally without regard as to whether or not any teacher is a member of the Association. The terms of this Agreement have been equally made for all of the teachers in the bargaining unit and not solely for the benefit of the members of the Association.

ARTICLE 5
PROFESSIONAL SERVICES

5.1 SCHOOL YEAR. The number of student and teacher days shall be as set forth in the school calendar attached hereto as Schedule C.

5.2 PROFESSIONAL DUTIES. The parties recognize that the commitment of a teacher cannot be measured merely by time and that the proper discharge of professional duties may require an uneven expenditure of time during the school year.

5.21 DUTY HOURS.

A. The teacher's normal work day shall begin not later than 10 minutes before school begins and end 15 minutes after the close of school.

Student Contact: 7 hours and 15 minutes

B. A teacher shall be entitled to receive a planning period when responsibility for a class has been assumed by another teacher for special instruction such as art, music or physical education, etc. In addition, teachers may elect in their discretion to provide one or more additional planning periods by means of rotating recess duty among themselves, which additional planning periods shall not exceed forty (40) minutes per day in the aggregate.

C. All teachers shall be entitled to a duty-free lunch period consisting of a minimum of thirty (30) minutes.

5.22 Class Size: Classes over 24, based on teacher attendance record, an additional $50 per student to be paid out each trimester. Core teachers sharing pupils shall split this compensation.

5.23 GENERAL PROFESSIONAL DUTIES. Each teacher participates in faculty and curriculum meetings; parent-teacher and student-teacher conferences; open house, and such other professional activities as may be reasonably required during the school day.

Meetings which may be called by the administration outside of the regular work day shall be limited to two hours per month unless prior approval has been obtained from the Association. Teachers will not be required to attend more than four (4) school functions per year.

5.3 AIDE TIME ALLOCATION. At the first staff meeting of a school year, Title I teacher and administrator(s) will consult with respect to the allocation of aide time and give particular attention to the needs of early elementary grades (K-3). Thereafter, if a need to adjust the aide schedule is perceived, either party may request a review of the earlier allocation and make appropriate adjustments, if necessary.

ARTICLE 6

PROFESSIONAL GRIEVANCE PROCEDURE

A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided.

6.1 LEVEL 1. In the event that a teacher believes there is a basis for a grievance, he shall first discuss the alleged grievance with her principal either personally or accompanied by her Association representative. The grievance must be filed within ten (10) school days of the violation, misapplication, or within ten (10) school days of the discovery thereof.

6.2 LEVEL 2. If, as a result of the discussion with the principal, a grievance still exists, the grievant may within five (5) school days invoke a formal grievance procedure through the Association on the form signed by the grievant and a representative of the Association, which form shall be available from the Association president. A copy of the grievance form shall be delivered to the principal.

6.3 LEVEL 3. Within TWO (2) SCHOOL DAYS of receipt of the grievance, the principal shall meet with the Association in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) school days of such meeting, and shall furnish a copy thereof to the Association.

6.4 LEVEL 4. If the Association is not satisfied with the disposition of the grievance by the principal or her designee, or if no disposition has been made within five (5) school days of such meeting, the grievance shall be transmitted to the Board by filing a written copy thereof with the Secretary or other designee of the Board. The Board, no later than its next regular meeting or two calendar weeks, whichever shall be later, shall meet with the Association on the grievance. Disposition of the grievance in writing by the Board shall be made no later than seven (7) days thereafter. A copy of such disposition shall be furnished to the Association.

6.5 LEVEL 5. If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the grievance may be submitted to arbitration before an impartial arbitrator. A demand for arbitration must be filed within twenty (20) days after receipt of the Board's disposition. The arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceedings. The Board and the Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. It is understood by both parties that either party shall have the right within ten (I 0) days from the receipt of the decision of the arbitrator to apply to a court of competent jurisdiction for a rehearing of the grievance both as to the facts and the law, provided, however, that if application is not made within such time, the decision of the arbitration shall be binding.

6.6 EXCLUSIONS. The professional grievance procedure shall not apply to:

6.61 The termination of a probationary teacher or the failure to re-employ a probationary teacher on the expiration of the teacher's individual contract of employment.

6.62 A decision of the Board to grant a third year of probation.

6.63 Any claim in which proceedings are pending before any state or federal administrative tribunal, agency or court, it being the intention of the parties that a teacher shall have one (1) remedy only.

6.64 Any provision of this Agreement which contains an express exclusion from this procedure.

6.7 GENERAL PROCEDURES.

6.71 The fees and expenses of the arbitrator shall be shared equally by the Board and the Association.

6.72 The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship to either party, the Board shall use its best effort to process such grievance prior to the end of the school term or as soon thereafter as possible.

6.73 Should either party, or their agents, not abide by the time limits set forth in the grievance procedure, the grievance shall be conceded and the other party's position shall stand.

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

ARTICLE 7

LEAVES

7.1 PAID LEAVES.

7.11 SICK LEAVE. Except as hereinafter provided, an annual allowance of fifteen (15) days (116.25 hours) leave, accumulative to sixty (60) days (465 hours), shall be allocated for each full-time teacher. Beginning in the school year following the year in which the teacher accumulates sixty (60) days (465 hours) of sick leave and in each subsequent year thereafter, the teacher will continue to receive the actual allowance of fifteen (15) days (116.25 hours), provided, however, that if unused sick days in excess of sixty (60) days (465 hours) remain at the close of each such regular school year, any such day(s) shall be paid off by the Board at the rate of one-half (1/2) of the teacher's then current daily rate or daily rate of sub-pay, whichever is less. Sick leave hours are to be used for personal or family illness, disability, or doctor's appointments.

7.12 Sick leave shall be accounted for in one-hour increments.

7.13 Leave for part-time teachers shall be allocated on a pro-rata basis.

7.14 Leave for maternity disability shall be granted in accordance with State and Federal Statutes.

7.15 The amount of unused sick leave shall be certified to the teacher within thirty (30) after the beginning of each work year.

7.2 PERSONAL LEAVE. A teacher shall be allowed up to two (2) days per year.

7.21 USE. Personal leave shall be used only for business or personal obligations which cannot reasonably be scheduled at a time which does not conflict with the performance of the employee's duties. It shall not be used for other employment or for social, recreational, vacation or other similar purposes, or on days immediately before or after scheduled vacations or holidays without the prior approval of the Principal.

7.22 PERSONAL LEAVE ADMINISTRATION.

A. Each request for personal leave shall be in writing submitted to the Principal three (3) days prior to the leave taking except in cases of emergency.

B. Personal leave shall not be accumulative personal leave, however any unused personal days will roll over into the next year to be used as sick hours.

C. The Board shall not be required to grant a personal leave to more than one (I) teacher on any one day.

7.3 PROFESSIONAL LEAVE. Since conferences, seminars or workshops offer valuable in-service opportunities to teachers, the Board will credit each teacher with two (2) days for professional leave at the beginning of every school year to be used at times mutually agreeable between the teacher and the Board (principal acting as its agent). The teacher planning to use a professional leave day(s) shall notify her Principal at least one week in advance of her absence. These professional leave days shall be used a minimum of one half (1/2) days at a time and a maximum of two (2) days at one time. The Board agrees to pay all registration fees for such seminars, workshops, etc., which fees the teacher may request in advance. In addition, teachers shall be allowed to attend meetings, workshops, conferences, etc., which pertain directly to their classroom assignments. These days shall not be counted against the teacher's professional leave days.

7.4 FUNERAL LEAVE. A teacher will receive up to five (5) days with pay due to the death of a member of the teacher's immediate family. Immediate family shall be interpreted to mean spouse, significant other, mother, father, brother, sister, child, grandparent, or grandchild of the teacher or the teacher's spouse **or significant other. In the event of the death of an aunt or uncle, the teacher will receive two (2) days with pay.** In the event of the death of other relatives or close friends, the Board may grant leave days to be drawn from the teachers sick leave.

7.5 JURY DUTY. A teacher shall be entitled to leave with pay, less any fees paid exclusive of mileage allowances, for jury service, provided, however, that if the Board determines that the absence of the teacher will materially interfere with the work schedule, the Board, after consultation with an affected teacher, shall have the right to request that the teacher be excused or have such service rescheduled to a time which does not conflict with the discharge of the teacher's responsibilities. If a teacher is subpoenaed as a board witness, the teacher shall not suffer any loss of pay for work time lost thereby. The teacher shall return to the teacher's assigned duties whenever his attendance in court is not actually required.

7.6 DISABILITY LEAVE. A teacher who is or knows he will be disabled for more than ten (I 0) work days shall be granted a leave of absence in accordance with the following guidelines:

7.61 FORESEEABLE DISABILITY. If the teacher knows, or reasonably should know, that he has a physical or mental condition, which will result in disability, the employee shall:

A. Notify the Board as to the nature and extent of the expected disability.

B. Furnish the Board a statement from the attending physician specifying in the physician's opinion:

1. Any limitations on the performance of duties;

2. The probable date when the teacher will be significantly impaired in the performance of her duties; and

3. The probable length of time, if any, during which the teacher will be disabled from performing his or her work assignments.

C. Furnish the Board such other information as the Board shall determine, such as the attending physician's release, to assure the safety and welfare of the employee, students, and other employees.

7.62 UNFORESEEABLE DISABILITY. If an employee is disabled by unforeseen circumstances, and the employee desires to be granted a disability leave, the employee shall, as soon as practicable, furnish the Employer with information to the extent applicable required for a foreseeable disability.

7.63 DURATION OF LEAVE. An employee shall be granted a leave of absence for the period of disability except that the Employer shall not be required to grant a leave for more than one (1) year unless the law requires a longer period,

7.64 COMPENSATION BENEFITS. An employee who has been granted a disability leave may draw on sick leave benefits to the extent eligible.

7.7 GENERAL LEAVE. The Employer may grant a leave of absence upon the request of an employee for reasons of professional development, or for other reasons not otherwise herein provided. In determining whether to grant any such leave, the Employer shall consider:

A. The past performance of the employee;

B. The staffing needs and other requirements of the District;

C. The length of service of the employee; and

D. The purpose or purposes of the leave.

7.8 LEAVE ADMINISTRATION.

7.81 NOTICE. A teacher shall give the Board notice of her desire to be granted a leave as soon as the teacher is aware of her need to be granted a leave so that the Board will have the maximum time to provide for the teacher's absence. Except as otherwise provided, the minimum notice time for requesting a leave (for elective health care, personal leave, a foreseeable disability or a general leave) shall be seven (7) work days prior to the requested leave date, except that a shorter notice may be permitted in an emergency, The Board's representative shall notify the teacher of its determination within three (3)

work days following the receipt of the leave request unless the request requires Board action.

7.82 VERIFICATION. The teacher shall have the responsibility of verifying her eligibility for leave and any benefits due.

7.83 NOTICE OF INTENTION TO RETURN. Each leave agreement shall include a requirement that the teacher notify the Board on or before a certain date that the employee intends to return to active service. If the employee fails to give such notice, the employee shall be considered a voluntary quit.

7.84 REINSTATEMENT RIGHTS. A teacher eligible to return from a leave of absence shall be reinstated into a position for which he is certified and qualified, provided, however, that a teacher whose leave extends for less than ninety (90) days during a work year shall be placed in the position which he held prior to such leave, and provided further that a teacher whose leave extends for ninety (90) days or more and whose position is no longer in existence shall be placed in a similar position for which he is otherwise certified and qualified, subject to the rights of other teachers pursuant to Article 9 of this Agreement.

7.9 FAMILY AND MEDICAL LEAVE ACT OF I993

A. Nothing in the act shall be construed to diminish the obligation of the employer to comply with the terms of this Collective Bargaining Agreement if such agreement provides greater family or medical leave rights to employees than the rights established under the act.

B. The rights established for employees under the act shall not be diminished by this Collective Bargaining Agreement.

ARTICLE 8

SENIORITY

8.1 SENIORITY. The Board shall maintain an up-to-date seniority list, a copy of which shall be furnished to each teacher and to the Association at least once each contract year on or before November 1. The seniority list shall be conclusively deemed to be correct unless the Association notifies the Board of any error within thirty (30) days after notification. The names of all teachers in the bargaining unit at the time of the preparation of the seniority list shall be listed in order of their employment dates, starting with the teacher with the greatest amount of seniority at the top of the list. If two (2) or more teachers have the same employment date, the teacher with the greatest amount of teaching experience outside the District shall be assigned first to the seniority list, provided that if such teachers have the same amount of extra-district teaching experience, then the teacher with the greatest number of graduate hours shall be assigned first to the seniority list

8.2 INTERPRETATION. For the purposes of this Article:

8.21 "Employment Date" means the date on which the Board took official action to either employ a teacher initially or re-employ a teacher after any break in service. A break in service shall occur if a teacher resigns, retires or is discharged and not reinstated; however, a break in service shall not occur if the teacher is employed by the Board in a non- bargaining unit supervisory position except that such teacher shall neither accrue nor lose seniority during the period of such employment.

8.22 "Seniority" shall refer to the period of unbroken service within the bargaining unit since any break in service. A teacher on layoff or on a leave of absence shall neither accrue nor lose seniority.

ARTICLE 9

COMPENSATION AND BENEFITS

9.1 COMPENSATION. The basic compensation of each teacher shall be as set forth on Schedule "A" and shall be paid in twenty-one (21) or twenty-six (26) (at the discretion of the teacher) substantially equal installments.

9.11 ADDITIONAL ASSIGNMENT PAY. If a teacher agrees to accept an additional assignment either during the school year or during the summer, such teacher shall receive additional compensation based on the minimum wage per hour as determined by Schedule B.

9.12 PART-TIME TEACHER COMPENSATION. The compensation, fringe and leave benefits of

a part-time teacher shall be proportionately reduced except as otherwise provided in this Agreement.

9.13 EXTENDED SCHOOL YEAR. A teacher requested to work in excess of the number of student contact hours or days set forth in the School Calendar shall be entitled to a proportionate increase in compensation. Likewise, if the state should lower the requirement, compensation for such time would reflect the change.

9.2 RETIREMENT. Pursuant to authority set forth in Public Act 244 of the Public Acts of 1974, as amended, the Board of Education agrees that it shall pay the employee contribution to the Michigan Public School Employees Retirement Fund.

9.21 An active Nottawa teacher upon retirement from Nottawa and Michigan Public Schools, will be paid for unused accumulated sick days, up to forty (40) days, at the rate of pay as described in the 2026/27 NEA MEA collective bargaining agreement section 7.11. The definition of retirement means no longer a teacher in a Michigan Public School as defined by following ORS rules of separation. This is not based on age, or eligibility to draw from retirement funds/pension, but rather based simply upon the conclusion of a teaching career in Michigan Public Education.

9.3 DEDUCTIONS. The Board shall have the right to deduct from the pay of each teacher such amounts as may be required by law, which may be due the Board from the teacher, or which are expressly authorized by the teacher in writing or by this Agreement.

9.4 REIMBURSEMENT FOR TRAVEL EXPENSE. Teachers who must travel on school business shall be reimbursed for mileage at the current IRS rate.

9.5 INSURANCE BENEFITS.

9.51 HOSPITAL, MEDICAL, DENTAL AND VISION INSURANCE:

The Board shall contribute Eighty Percent (80%) toward the medical portion of Plan A. Any costs greater than 80% shall be subject to payroll deduction.

Plan "A".

Hospital and Medical Insurance as part of the
Western Michigan Health Insurance Pool
(WMHIP)
Delta Dental Plan C03 (50/50/50$1,000) Vision
VSP - 2
Negotiated Life $10,000 AD&D

Plan "B". The Board will pay on behalf of each teacher the applicable premium for The benefits below:

Delta Dental Plan C03 (50/50/50: $1,000)

Vision VSP - 2
Negotiated Life $10,000 AD&D

Cash in Lieu: Teachers not electing Plan "A" will receive Three Hundred Seventy-One Dollars ($371) per month for twelve (12) months in cash or annuity. The Board will adopt an IRS Section 125 Salary Reduction Plan to meet IRS regulations at no cost to the teacher. The Board shall be the policy holder.

9.51 DURATION OF COVERAGE.

1. ***The Board shall make insurance premium payments on behalf of each teacher to provide insurance coverage for a full twelve (12) months. New employees become eligible for benefits on the first day of work. Benefits will continue through September 30 of the following year, provided that each such teacher completes the full work year.***
2. If a teacher shall not complete the full work year, the Board's obligation to contribute insurance premiums shall be reduced pro rata.

9.6 VERTICAL ADVANCEMENT ON SALARY SCHEDULE. Teachers who have completed at least ninety-one (91) days of teaching in any school year shall be given a year's experience credit for the purpose of advancement on the salary schedule.

ARTICLE 10

GENERAL PROVISIONS AND NEGOTIATIONS

10.1 SCOPE. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this Agreement.

10.2 RE-NEGOTIATION. The negotiation of a new Agreement shall begin upon the written request of either party on or after April 1st of the year of expiration of this Agreement.

10.3 RULES. Negotiations shall be conducted in accordance with such rules and procedures as the parties may from time to time agree upon, except that all proceedings shall be closed to the public.

10.4 NEGOTIATORS. Neither party shall have any control over the selection of the negotiating representatives from within or outside the School District. However, the parties mutually agree that their representatives will be clothed with all necessary power and authority to make and consider proposals. No agreement between the parties shall be effective until it has been approved by both parties.

10.5 NOTICE. Any notice given pursuant to this Agreement shall be deemed to have been received five (5) days following its deposit in the United States mail, postage prepaid, when addressed as follows:

President, Board of Education
Nottawa Community School District
26438 M-6
Sturgis, MI 49091

President, Nottawa Education Association
Nottawa Community School District
26438 M-86
Sturgis, MI 4909I

SMEA
4341 S Westnedge Ave, Suite 12I0
Kalamazoo, MI 49008

10.6 DURATION OF AGREEMENT. This Agreement shall become effective as of July 1, 2026, and shall continue in effect until Midnight, June 30, 2027.
IN WITNESS WHEREOF, this Agreement is executed by the parties as of 9/14/2026.

NOTTAWA
EDUCATION ASSOCIATION, MEA-NEA

BY Jill Pagels, Nottawa EA President

BY Jerome Wolff, Superintendent

NOTTAWA COMMUNITY
SCHOOL

BY Ron Rosenbaum, President

BY Theresa Danberry, Treasurer

Schedule A
Salary 2026/27

Step	BA	BA+18 or 450 SCECH or DPPD*	MA
1	$39,825	$40,144	$41,427
2	$41,099	$41,469	$42,836
3	$42,415	$42,837	$44,292
4	$43,772	$44,251	$45,798
5	$45,173	$45,711	$47,355
6	$46,618	$47,220	$48,965
7	$48,110	$48,778	$50,630
8	$49,649	$50,388	$52,351
9	$51,238	$52,050	$54,131
10	$52,878	$53,768	$55,972
11	$54,596	$55,569	$57,903
12	$56,371	$57,431	$59,900

LONGEVITY ADJUSTMENT: Teachers who have reached Step 12 on the Basic Compensation Schedule and who have completed 10 or more years of teaching in the School District by the end of the school year shall receive, in addition to the Step 12 compensation, an annual longevity adjustment payment of **$2000**. *"An eligible teacher shall receive the applicable longevity adjustment to be paid in the final June payroll."*

*DPPD earned and submitted in MOECS prior to June 30, 2020 will still be honored for advancement.

Schedule B
PROFESSIONAL COMPENSATION/EXTRA DUTIES

Homebound Teacher .....$**35**/hour

Testing outside school hours ..... $**35**/hour

Kindergarten Round-Up .....$**35**/hour

Technology .....$**35**/hour

Quiz Bowl Sponsor .....$**300** (Stipend to be split between sponsors)

Math Meet Coach .....$**150** (Stipend to be split between sponsors)

Clue-Me-In Sponsor .....$**150 Stipend**

Student Advisory Council Advisor .....$**350** (Stipend to be split between sponsors)

8th Grade Sponsor ..... $**300** (Stipend to be split between sponsors)

Curriculum/School Improvement Committee .....$**35/meeting** (Not to exceed 8 meetings)

School Improvement Chair .....$**1750** Stipend

Mentor Teacher.....Year 1: $**920**
Year 2: $**790**
Year 3: $**525**

Little Dippers Planning .....**$35/mtg** Stipend (Not to exceed 15 meetings)

Intramural Softball Director.....**$22/game** (up to 12 games)

Athletic Director.....**$700** Stipend

Student Teacher Mentor.....**$200** Stipend (per college semester)

*All eligible extra duty compensation completed during the school year will be paid in the final June Payroll.

NON-CONTRACTUAL PROFESSIONAL DUTY COMPENSATION

Summer School/Tutoring .....**$35/hour** or by Grant Funding
School related work as approved by Superintendent .....**$35/hour** or by Grant Funding
(outside of the regular school day or contract)

2026-27 Calendar for Nottawa Community School District

Based on minimum of 1,150 hours for students in summer programs, and 180 days/1098 hours for students in all other programs
Days and hours for employees are determined by their Master Agreement or conditions of employment. DPPD hours equivalent to at least 5 PD Days for teachers are included

JULY 2026

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

AUGUST 2026

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

12-14 PD Days
20 Open House: Evening TBA
24 First Day Half Day
Days 6 (Student Total 6) Staff 3 (Total 9)

SEPTEMBER 2026

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

4-7 Labor Day (No Students per MCL)
Days 20 (Student Total 26) Staff 20 (Total 29)

 # student days

OCTOBER 2026

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

7: Fall Count Day
16 Fall Break Half Day
Days 21 (Student Total 47) Staff 21 (Total 50)

NOVEMBER 2026

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

20 Trimester 1 62 Days
23 & 24 Fall PTC
24 Half Day Students
25-27 Thanksgiving Break
Days 18 (Student Total 65) Staff 18 (Total 68)

DECEMBER 2026

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

18 Early Dismissal Potluck 1 PM
21-1/1 Winter Break
Days 14 (Student Total 79) Staff 14 (Total 82)

 # student days

JANUARY 2027

M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 No school
4 Classes Resume
6 Staff PD No Students (Old Christmas)
Days 19 (Student Total 98) Staff 20 (Total 102)

 # student days

FEBRUARY 2027

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

10 Pupil Count Day
15 Mid Winter Break No School
Days 19 (Student Total 117) Staff 19 (Total 121)

 # student days

MARCH 2027

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

5 Trimester 2 60 days
26 No School Good Friday
29-4/2 Spring Break
Days 20 (Student total 137) Staff 20 (Total 141)

 # student days

APRIL 2027

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

1-2 No School Spring Break
5 Classes Resume
Days 20 (Student Total 157) Staff 20 (Total 161)

 # student days

MAY 2027

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

6 Staff PD No Students (Ascension Day)
31 Memorial Day No School per MCL
Days 19 (Student total 176) Staff 20 (Total 181)

 # student days

JUNE 2027

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

2 Graduation 8th Grade
4 Last Day Students Half Day
4 Timester 3 58 Days
7 Last Day Staff *Make up PD (option.)
Days 4 (Student Total 180) Staff 5 (Total 186)

NO SCHOOL | PD | First Day/ Last Day/ Partial Day | Marking Periods Trimesters | Count Day