Contract Agreement

Board of Education: _____

Superintendent: _____

Union Negotiation Team: _____

Elizabeth Rayfa

Date: 5/18/26

2025-2026 / 2026-2027 / 2027-2028

Brown City Community Schools

Brown City Federation of Teachers

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AGREEMENT

This Master Contract is entered into this 30th day of June 2025, by and between the Brown City Board of Education, herein referred to as the "Board" and the Brown City Federation of Teachers, herein referred to as the "Federation" (BCFT). This agreement is a 3-year term with a salary schedule re-opener no later than May 1, 2026, to discuss wages (salary schedule only) for the 2026-2027 and 2027-2028 school years. The contract re-opener is exclusive to the item(s) mentioned.

ARTICLE 1 - RECOGNITION

The Brown City Board of Education recognizes the Brown City Federation of Teachers as the representative of all teaching personnel, but excluding teachers' aides, substitute teachers, office clerical employees, supervisory employees, and all other employees, for the purpose of collective bargaining. The Federation is the exclusive representative of the above-described unit for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and all other conditions of employment. Anyone employed at Brown City Community Schools under this agreement/contract may be referred to as employee, member, or teacher throughout this contract.

ARTICLE 2 - BOARD RIGHTS

A. Subject to the provisions of the Master Contract, the Board, on its behalf and on behalf of the electors of the District, hereby retains and reserves unto itself without limitations all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan and the United States, including but without limiting itself to the following: the management and control of school properties, facilities, grades, courses of instruction, athletic and recreational programs, methods of instruction, materials to be used and the selection, direction, transfer, promotion, demotion, discipline or dismissal of all personnel.

B. If the Superintendent or the Board of Education declares a safety threat, this contract shall be null and void during the safety threat.

ARTICLE 3 - NO STRIKE CLAUSE

The Board agrees that so long as this Master Contract is in effect, there shall be no lockouts. The Federation--its officers, representatives and members covered by this Master Contract--agree that so long as this Master Contract is in effect, there shall be no strikes or any unlawful acts that interfere with the education process in this School District. Any violation of any of the foregoing provision may be made the subject of disciplinary action.

ARTICLE 4 - UNION MEMBERSHIP

The Union agrees to admit all bargaining unit members to membership without discrimination by reason of race, creed, color, national origin, sex, marital status, political activities, or prior membership or past participation in the activities of any employee organization.

ARTICLE 5 - REVIEW COMMITTEE

A review committee will be established. It will be made up of at least the following: BCFT President, Superintendent, and at least (1) representative from the Brown City School Board (if requested). They will meet as determined by the review committee. They will meet to discuss any problems and/or recommendations not presently the subject of any grievance. If these meetings are held during the school day, the Board and the Union will alternate paying for any substitutes which may be hired. The Board of Education shall pay for the substitute for the first of such meetings.

ARTICLE 6 - TEACHING CONDITIONS AND EDUCATIONAL IMPROVEMENT

Appropriate texts, library reference facilities, maps, globes, laboratory equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties shall confer from time to time for the purpose of improving the selection and use of such educational tools.

Teachers shall not be required to work under any unsafe conditions. Teachers shall have the responsibility to report any unsafe or hazardous conditions to their supervisor and/or principal immediately.

ARTICLE 7 - TEACHER FILES

The ultimate decision of retaining a probationary or tenured faculty member rests solely with the Administration and is not subject to any other provision of this Agreement. Each teacher shall have the opportunity to review the contents of his/her personnel file with the exception of confidential material such as letters of recommendations.

ARTICLE 8 - CLASS SIZE

A. Class size is a variable in the educational process as are sex, ratio of students, number of preparations, grade level, subject matter, money, space, and other factors. Upon request of either the Federation, Superintendent, or the School Board, a committee will be formed and made up of: Superintendent, two (2) Board Members, and (3) three Federation representatives shall meet two weeks prior to the first day of school. The purpose of the committee is to discuss any class size concerns which may exist. The Committee shall be notified no less than three (3) weeks after the meeting on these recommendations. Any class with the exception of physical education classes and music classes, including Band, with more than thirty (30) students will be discussed by the Class Size Committee upon the written request of the Union.

B. When a teacher is to be assigned a split classroom, the teacher will have input into which students will be in the split classroom. Any split classroom (K-6) will be provided with some aide time if financially feasible.

ARTICLE 9 - FACULTY MEETINGS

Faculty meetings shall be called only when necessary.

ARTICLE 10 - USE OF BUILDINGS

The Federation shall have the right to use the school buildings for meeting with prior notice and approval.

ARTICLE 11 - SCHOOL CLOSING

In the event school is closed because of weather or road conditions, teachers shall not be required to report. The Board shall notify the teachers by 1) All Call System as well as the Sandusky radio stations. Act of God Days will be made up as required by State Law.

In the event of student and/or staff make-up days, due to school cancellations, the district may move staff professional development days in order to accommodate student make-up days at the discretion of the superintendent.

ARTICLE 12 - PARKING FACILITIES

Ample parking facilities near the teacher's assigned classrooms shall be provided. Administration shall take all reasonable action in light of prevailing weather conditions to keep the parking lots, sidewalks, and steps clear, clean, and free from debris, snow, and ice.

ARTICLE 13 - CLERICAL HELP

Each teacher shall be provided with adequate clerical help to the extent and ability of the Board to so provide.

ARTICLE 14 - DISTRICT PROVIDED PROFESSIONAL DEVELOPMENT

The Brown City Community School District is required to provide the BCFT/Teaching Staff with a minimum of five (5) days of professional development per year. These days will be built into the master calendar and are required workdays for staff members.

The administration and BOE understand that extenuating circumstances may arise that cause a staff member to miss a scheduled professional development day. In this case, administration may provide the opportunity for the staff member to make up their missed professional development. However, that is ultimately the professional responsibility of the BCFT member.

The superintendent and BCFT agree that professional development days are extremely important for the success and growth of our staff and students. Both also recognize that attendance is important for professional development to be implemented with fidelity.

ARTICLE 15 - GRIEVANCE PROCEDURE

Section 1. Definition

A. A grievance shall be defined as an alleged violation, misinterpretation, or inequitable application of a specific and expressed term of this Agreement. A grievance shall not be processed if the same or similar issue is being litigated by any member of the unit or union. The term grievance shall not apply to any situation wherein a governmental agency has been established for the purpose of resolving the situation in question. Examples of these governmental agencies would be EEOC, Tenure Commission, MERC, or Civil Rights Commission. The individual or Union shall make the choice.

B. An aggrieved person shall mean any member of the bargaining unit, or the Union in its own behalf, making the complaint. Otherwise, an informal conference may be held with the involved administrator.

C. Wherever notice is used, it is meant that such be written notice to the Union and in cases where the grievant is representing his/her own self, the written notice would be given the Union and the grievant; and notice to the Board shall mean notice to the Superintendent of Schools.

D. The term days in this Article shall mean duty days, except during summer when it will mean weekdays and where otherwise indicated.

Section 2. General Principles

A. A grievance may be withdrawn at any level.

B. If a grievance arises from the actions of authority higher than Building Administrator, it may be initiated at Step 1 of this procedure by mutual agreement.

C. Hearings and conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. Every effort will be made to schedule hearings and conferences outside of duty hours.

D. Forms for filing and processing grievances shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.

E. Failure by the teacher and/or the Union at any step of this procedure to appeal a decision within the specified time limits shall be deemed an acceptance of the decision.

F. Failure by the Board or its designated agents to communicate a decision on a grievance within the specified time limits shall be deemed a denial of the grievance. The teacher or the Union may appeal to the next step of the procedure.

G. The time limits specified in this procedure may be extended in any specific instance by mutual agreement, which agreement shall be reduced to writing and signed by the parties. The arbitrator shall be bound by the time limits set forth herein and shall have no power to extend such limits.

H. The Board and the Union each shall bear the full costs for its representative counsel, witnesses, and any other expenses in the arbitration.

I. The fees and expenses of the arbitrator shall be divided equally between the Federation and the Board for decisions rendered.

J. No arbitrator shall hear more than one (1) grievance at anyone hearing without the mutual consent in writing of the Board and the Union. The question of arbitrability shall not be considered as a second grievance.

K. No resolution of a grievance shall be contrary to any provision of this Agreement.

Section 3. Procedure for Adjustment of Grievances

A. Grievances shall be presented and adjusted in accordance with the following procedures:

Step 1: Informal Conference

The grievant who feels that he/she/they have a grievance shall first take the matter up verbally in conference with the principal of the school within five (5) working days after they became aware of the act or condition which they claim is the basis of their grievance.

The principal shall meet with and attempt to resolve the matter with him/her/them.

Step 2: Written Procedure

In the event the matter is not resolved informally, the grievance stated in writing on the form provided for such purpose shall be submitted to the principal or his/her designee within ten (10) days following the conference between the parties.

a. Within six (6) working days of receipt of the written grievance, the principal shall arrange a conference to satisfactorily resolve the grievance. (The conference shall take place at the earliest possible date.)

b. The grievance may be lodged and thereafter discussed in conference with the principal or his/her designee.

1. By a teacher in person on his/her own behalf.

2. By a teacher accompanied by the appropriate Union representative.

3. By the Union representative in the name of the Union if it does not refer to an individual teacher.

c. Within six (6) working days after such conference in Step 2 above, the principal shall answer such grievance in writing.

Step 3. Written Procedure

Within five (5) days after receiving the decision of the principal or his/her designee, an appeal from the decision may be made to the Superintendent of Schools. The appeal

shall be in writing on the form provided and shall be accompanied by a copy of the original grievance and decision at Step 2 above.

a. Within five (5) working days of receipt of the written appeal, the Superintendent or his/her designated representative shall arrange a conference to satisfactorily resolve the grievance. (The conference shall take place at the earliest date possible.)

b. The grievance may be lodged and thereafter discussed in conference with the Superintendent or his/her designee.

1. By a teacher in person on his/her own behalf.

2. By a teacher accompanied by the appropriate Union representative.

3. By the Union representative in the name of the Union if it does not refer to an individual teacher.

c. Within six (6) working days after such conference in two above, the Superintendent shall answer such grievance in writing.

Step 4. Written Procedure

Within ten (10) days after receipt of the decision of the Superintendent of Schools, the Federation may appeal the decision to binding arbitration under the auspices and rules of the American Arbitration Association, by sending written notice thereof to the Superintendent of Schools and to the American Arbitration Association.

1. The rules of the American Arbitration Association shall govern the arbitration hearing.
2. Neither party shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.
3. The arbitrator may not, in effect, grant the Federation that which the Federation was unable to secure in collective bargaining.
4. The arbitrator shall have no power or authority to review or rule on:

Any matter which is prohibited subject of bargaining, *e.g.*, under the Public Employee Relations Act/PERA, MCL 423.215.

The termination or nonrenewal of services of, discharge of or failure to reemploy, any probationary teacher.

Any matter for which the Teachers' Tenure Act (Act 4, P.A. {Ex, Sess.} 1937, as amended), prescribes a procedure or a remedy or which may be filed under the Teachers' Tenure Act with the State Tenure Commission.

Any matter for which there is recourse under state or federal law.

The appointment to an Appendix B position or termination or nonrenewal of services of, discharge of or failure to reemploy, a member of the bargaining unit to an Appendix B position.

The content of any insurance policy or the administration of any insurance related policy, coverage, or benefit which policy, coverage and benefit(s) are administered by a third party.

Any matter filed by the Federation in its own name, except in a case where express contractual rights have been given to the Federation through this agreement.

Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

No new grievance may be filed and/or processed by the Federation or a teacher on behalf of any teacher if that teacher, for any reason, is no longer an employee of the district.

ARTICLE 16 - PAST PRACTICE

This Agreement shall supersede any rules, regulations or past practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

ARTICLE 17 - SAVINGS CLAUSE

If any provisions of this Agreement or any application of the Agreement to any employees or group of employees shall be found contrary to law as determined by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. The parties will meet within thirty (30) days, unless mutually extended, to negotiate a new provision.

ARTICLE 18 - LEAVE POLICIES

Section 1. Sick Leave

A. All teachers shall have 11 (eleven) days sick leave each school year credited to them at the beginning of the year but prorated if they leave the School District for any reason prior to the end of the school year, accumulative to the number of teacher workdays. A written statement of accumulated sick leave shall be given each teacher by October 1st of each year. Pro-ration also applies to teachers who enter the system after the beginning of the school year. Teachers with a minimum of seven (7) years in the Brown City school system who retire or resign with at least thirty (30) sick days accumulated shall receive Thirty ($30.00) Dollars for each accumulated sick day. The maximum days accumulated will be equal to the number of teaching days per school year.

B. Sick leave days earned up to an unpaid leave of absence shall be held in reserve, pending the return from such leave.

C. Any teacher absent on sick leave for three (3) or more consecutive days shall, upon request, present a statement from a physician. Superintendent reserves the right to prohibit and/or limit sick leave not associated with immediate family that requires more than one day in succession.

D. Anyone that annually uses 7 or less of their "Sick/Personal" time will receive a one-time off schedule bonus paid as prescribed by the Business Office, using the formula below to split a total amount of $1,800. Only sick and business days will be counted in this formula.

Any employee who misses 0-3 days (factor of 5X), employees who miss 4-5 days (Factor of 3X), employees who miss 6-7 days (factor of X).

Example: 4 employees miss 0-3 days, 2 employees miss 4-5 days, and 5 employees miss 6-7 days. (4 x 5) + (2 x 3) + (5 x 1) = 31 (total to divide by total amount) -- $1,800/31 = $58.06 = X

-Employees who missed 0-3 days receive 5X = $290.30 per employee
-Employees who missed 4-5 days receive 3X = $174.18 per employee
-Employees who missed 6-7 days receive X = $58.06 per employee

Section 2. Business Leave

A. All teachers shall be granted four (4) days for business which cannot normally be handled outside school hours. Unused business days shall be added to the teacher's accumulated sick days. No more than 2 business days in a row will be granted in conjunction with sick or other leave time unless approved by the superintendent.

B. Application for such leave shall be made in electronically to the principal of his/her building a minimum of two (2) days in advance, except in emergency situations. No business leave will be approved the day before or the day after spring break holiday unless approved in advance, by the Superintendent. No more than six (6) business leaves will be approved for the same date. Additional days off without pay may be requested by the teacher. Disputes concerning business leave shall not be subject to the grievance procedures. Business Leave requests should not be submitted on days of scheduled professional development.

C. Teachers choosing to use compensation time (in place of compensation pay), must notify the administration and office staff in advance and before hours are submitted to payroll. Comp days follow the same rules and expectations as Business Leave days.

Section 3. Bereavement Leave

A. Each teacher shall be entitled to bereavement leave to attend the funeral, without loss of pay, in accordance with the following schedule:

1. Five (5) days -- spouse, child, parent, parent-in-law.

2. Three (3) days -- brother, sister, grandparents, grandchildren, aunts, uncles, aunts-in-law, and uncles-in-law. Additions may be made by the Superintendent.

3. With the approval of the Superintendent, one (1) day for any relative not listed above and for any person whose funeral the employee wishes to attend.

B. If additional time is needed, application shall be made to the Superintendent who will take into consideration distance to be traveled or other unusual circumstances. Additional time shall be deducted from sick leave.

Section 4. Maternity Leave

A. Child rearing leave without pay shall be granted for up to twelve (12) months to teachers who have been employed in the school system for at least one (1) year.

B. Requests for such leave shall be filed after a doctor's confirmation of pregnancy and be accompanied by a doctor's certificate. In the case of adoption, the leave will begin the day a court order is entered relieving the natural parents of custody.

C. The teacher shall be permitted to return on schedule at the end of the leave period. Notification of return to work must be made at least One Hundred Twenty (120) days prior to the return date.

D. Upon application by the teacher to the Board, extensions may be granted.

E. Except as required or permitted by the Family and Medical Leave Act (FMLA) or other applicable law and related to board policy, no increment credit or use of sick days shall be allowed for maternity leave.

F. Any teacher off due to childbirth (the time after delivery of a child) may use sick days for the period of time when she is certified by her doctor, and at the option of the Board, the Board's doctor, that she is disabled and unable to do her regular job, or as otherwise permitted by the FMLA and other applicable law and related policy.

G A non-child birthing parent may use up to five (5) sick days upon the birth (arrival) of a "Well Baby." Any additional time in succession must be done using the Family Medical Leave Act and, except as otherwise provided by Board policy, will be without pay. Any variation will require Superintendent approval and must have medical implications. Upon adoption of a child, the school board will determine appropriate "paid days" that a staff member is allowed to use under the Family Medical Leave Act.

Section 5. Leave Without Pay

A. Leave without pay may be granted and increment credit allowed on the salary schedule for the following:

1. Peace Corps -- up to two (2) years.

2. Exchange Teaching (foreign country) -- one (1) year maximum.

3. Military Service -- up to four (4) years, or as permitted by law, whichever is longer.

4. Professional Improvement --

   a. For a period of one (1) school year.

   b. Application shall be submitted on or before May 1st of the preceding school year.

   c. Graduate program with at least six (6) hours per semester toward a degree-granting program directly relating to the teaching area.

   d. Leave is limited to teachers on tenure.

   e. No more than two (2%) percent of the staff shall be granted a leave of absence for this reason in any one school year.

   f. A teacher shall not be eligible for such leave except once every seven (7) years.

   g. The teacher shall notify the Superintendent by April 1st preceding the September he/she wishes to return.

B. Leave without pay may be granted and increment credit not allowed on the salary schedule for the following reasons:

1. Federation position -- one (1) year.

2. Serve in an elected public office -- one (1) term.

C. Upon their return from leave in A or B, the teacher shall be offered the first opening available under their certification.

D. Sick leave without pay, fringe benefits or increment may be granted for up to twelve (12) months to tenure teachers.

1. Request for such leave shall include a doctor's certificate stating the teacher's disability.

2. The teacher shall be permitted to return from leave to the first vacancy available in the teacher's area of certification. Notification of return to work must be made by April 1st or forfeit any recall rights.

3. Upon application by the teacher to the Board, extension may be granted.

Section 6. Leave Without Loss of Pay

A. Leave shall be granted, without loss of pay, for the following:

1. Jury Duty -- makeup pay portion limit of sixty (60) days per school year.

2. Conferences -- approved in advance by Superintendent.

3. School-connected Committees -- approved in advance by Superintendent.

B. Four (4) days shall be allowed each year for use by the Federation officers to attend educational meetings, workshops, or committee meetings with three (3) days prior notice to the Board.

Section 7. Hours Forgiven by the State

1. Under no circumstances will illness/injury leave, or business leave be deducted from a teacher on days that are forgiven by the State of Michigan.

Section 8. Family and Medical Leave

Employees who have worked at least 1,250 hours during the previous twelve-month period, shall be eligible for Family and Medical leave. Family and Medical Leave may be taken for all reasons permitted by law, including a serious health condition of the employee or his or her immediate family member; birth or care of a newborn child; adoption of a child; and a qualifying exigency related to covered active military duty of a cover family member. The employee's child shall mean biological, adopted, or foster child. If the child is over 18 years of age, the child must be incapable of self-care because of a mental or physical disability; such disability must be verified by a doctor's statement at the time the Family and Medical Leave is requested.

Under this provision, a twelve-week leave is available. With respect to a birth or placement of a child, the entitlement shall expire at the end of the twelve-week period beginning on the date of such birth or placement.

The leave can be taken in intermittent full days. This leave shall be chargeable against available sick/business days, as provided by law and Board Policy.

The employee shall provide the Employer with at least 30 days' notice with respect to the birth of a child or the possibility of an adoption or foster home placement, other notice shall be given as soon as practicable.

The doctor's statement must include the date on which the condition commenced, the probable duration of the condition and the appropriate medical facts.

The Employer may request a second opinion from a doctor selected by the Employer and paid for by the Employer.

Upon return from such leave, the employee shall be returned to his/her former position or an equivalent position.

ARTICLE 19 - TEACHING HOURS AND ASSIGNMENTS

The workday shall be for seven (7) hours and ten (10) minutes. Teachers are expected to be in their classrooms for supervision prior to the entrance bell, and after the final bell to ensure student safety.

Teachers shall receive a minimum of thirty (30) minutes duty-free lunch period.

Secondary teachers shall receive one (1) preparation period equal to one (1) class period per day or equal to five (5) class periods per week. (Traditional 7 hour a day schedule).

Secondary teachers shall receive one (1) preparation period equal to one (1) class period every other day or equal to two and a half (2.5) classes per week on average. (Block schedule)

Teachers in grade K through 6 will be provided with at least 264 minutes of preparation time during a normal work week, when averaged over the entire school year. If teachers do not receive this preparation time, they shall receive compensatory time or extra pay, the choice of which shall be up to the individual teacher.

Any employee (example: High School Counselor) requiring an additional compensation agreement will be compensated at a daily rate of $240 (8-hour day) or $30.00 per hour at the discretion of the superintendent and building principal. There will be a maximum of 15 extra duty days allowed per employee. In the event another BCFT staff member (besides the HS Counselor) requires extra duty hours/pay, the superintendent and BCFT executive board will schedule a meeting to discuss pay, hours requirements, and expectations of that staff member.

ARTICLE 20 - WEEKLY SCHEDULE OF ACTIVITIES

Building administrators will electronically provide weekly schedules to their building staff.

ARTICLE 21 - EXAMINATIONS

The Board shall pay for any medical examinations or tests required by the Board.

ARTICLE 22 - NEGOTIATIONS

Negotiations shall start no later than 60 days prior to expiration of this contract.

ARTICLE 23 - PUBLISHING OF CONTRACT

An electronic copy of this contract will be posted on the school website and provided to union leadership for distribution electronically.

ARTICLE 24 - COACHING ASSIGNMENTS

Recommendations for coaching assignments are primarily the responsibility of the Athletic Director. Notification of head coaching assignments to the same position will normally take place within four (4) weeks of the completion of current coaching duties. If more time is taken, the reasons, upon written request by the coach, shall be given.

When more than one (1) applicant applies for a Schedule B Coaching assignment, interviews will be held, upon the written request of internal applicants.

ARTICLE 25 - ADMINISTRATION/TEACHER CONFERENCES

When Administrators have matters to discuss with a teacher(s) pertaining to matters covered in the contract, this shall be done in private, unless the teacher desires a Federation representative. The meeting shall be held at a mutually agreeable time.

ARTICLE 26 - SUPERVISION DURING PREPARATION PERIODS

Teachers who substitute in another classroom during their preparation period shall be compensated. This shall be voluntary unless no one else is available. Any teacher that substitutes seven (7) class periods or the equivalent shall be entitled to one (1) comp. day (if on a traditional 7-hour daily schedule).

Teachers have the option to turn in comp days for comp pay. This will be done at the end of each semester. Staff choosing to keep comp days (instead of being paid for them) must notify office staff in advance and prior to them being processed as payroll. A maximum of 1 (one) comp day may roll over from first semester to second semester. Comp days must follow all the same expectations as Business Leave days.

ARTICLE 27 - METHOD OF PAYMENT

Teachers' pay shall be in either twenty-one (21) or twenty-six (26) installments beginning with September 4, 2009. The teachers who select the twenty-six (26) installment method will no longer have the option to select a lump sum payment on the last day of school or to continue to receive installment payments throughout the summer. Under IRS Section 409A, when an employee elects to defer a portion of their compensation into another work year, their selection is irrevocable until the next time they are given the opportunity to select their payment method.

Notice to exercise this option must be given no later than the second Monday in August.

ARTICLE 28 - HEALTH INSURANCE

The School Board will fund the following amounts of the medical health insurance premium:

- July 1 – December 31, 2025 – at a rate of 0.75% below the state hard cap.

- January 1, 2025 – June 30, 2028 – at a rate of 4% below the state hard cap. This amount will be adjusted each calendar year on January 1st to reflect new State of Michigan hard cap rates for each calendar year.
- January 1, 2026 – District agrees to fully fund employee health insurance deductible (into HSA) for employee elected health plan.
- Beginning on January 1, 2027 – District agrees to fully fund employee health insurance deductible (into HSA) following the incremental payment schedule listed below using 6/2/4 (months) model:
    - January 1 – 50% (6 months) of deductible deposited into employee HSA
    - July 1 – 16.66% (2 months) of deductible deposited into employee HSA
    - September 1 – 33.33% (4 months) of deductible deposited into employee HSA

Employee is responsible for the amount of premium and ACA fees that are over these said amounts. Employee contributions will be payroll deducted.

Insurance plans will be re-evaluated from March– June each year of the contract. This will determine the plans available for the upcoming calendar/school year. This process will be done involving Brown City Schools Administrative staff, Brown City Federation of Teachers, and non-teaching staff that receive insurance through Brown City Schools.

District agrees to fund the deductible, provided the total cost remains within the agreed upon amounts, into the teacher's account at Tri-County Bank.

The Board of Education agrees to self-fund the following:

- TMJ: $500 (five hundred dollars). Lifetime Max (Unless included in dental coverage)
- Hearing Aid: Cap amount of $1,750 per policy holder every 3 years.

Any medical health expenses paid by the School Board (medical health insurance deductible) prior to the starting date of student attendance in the new school year, will be reimbursed to the school district or taken as a payroll deduction from said employee if there is still pay periods left, if said teacher resigns or takes another position outside the district.

Where both husband and wife are employed as teachers in the district, in lieu of health insurance, the employee shall receive One Thousand Eight Hundred ($1,800.00) Dollar's stipend. (To be paid in equal monthly installments - 10 payments per year.)

When a spouse is employed outside the district, in lieu of health insurance, the employee shall receive a stipend. (To be paid in equal monthly installments - 10 payments per year.). The amount of the in lieu of stipend for those using health insurance outside of the district will be one-half (1/2) of the single provider district insurance cap in all subsequent years. Example: 2022-2023 Single Insurance cap = $7,000 x 0.5 = $3,500. 2023-2024 single insurance cap = $7,140 x 0.5 = $3,570 for the 2023-2024 cash in lieu of amount.

**In the event that there are 4 or more employees opting to take insurance outside of BCCS, an additional $200 will be added to both the $1,800 amount and the $3,000

amount. This number will be determined on the first day of school each year (if additional money is to be added) **

The Board of Education may self-insure or bid comparable specifications. Prior to changing, the Union shall be given the opportunity for input.

Should the Employer change carriers during the life of the Agreement, the employees shall suffer no loss of benefit level. Mid-year, the Board of Education and the BCFT will review the Health Insurance Policy.

In the event an employee is covered by his/her spouse's health insurance program and is not participating in the Board's health insurance program, and that employee's spouse loses his/her health insurance coverage, then the employee will become eligible for the Board's policy immediately, subject to the terms of the carrier.

If healthcare policy changes from a July-June policy to a January-December policy the union and Board of Education must agree on this change.

ARTICLE 29 - LIFE INSURANCE

The Board shall purchase and pay the annual premiums on behalf of each member in the bargaining unit Group Term Life Insurance in the amount of Fifty Thousand ($50,000) Dollars and a double indemnity provision shall be applied to the Life Insurance policy for accidental death or dismemberment.

The Board of Education may self-insure or bid comparable specifications. Prior to changing, the Union shall be given the opportunity for input.

ARTICLE 30 - DENTAL AND VISION INSURANCE

A. Dental Insurance. The dental program offered to employees will be through EHIM (or similar provider with like coverage if the district has an offer with better rates). This plan will include a maximum annual benefit of $1,800 per person covered by the plan (the $1,800 is per person covered not necessary $1,800 per employee). Plan will also include orthodontics one-time (per dependent under 19) coverage up to $1,200.

B. Vision Insurance. The program offered to employees will be through NVA (or similar provider with like coverage if the district has an offer with better rates). The plan will include exam, lenes, frames covered on a yearly basis. Plan will include max amounts and possible copays.

D. The Board of Education may self-insure or bid comparable specifications. Prior to changing, the Union shall be given the opportunity for input.

ARTICLE 31 - CALENDAR

Number of school days shall not exceed the state requirement for student days (180) plus the state requirement for District Provided Professional Development days (5), or state of Michigan requirement, whichever is greater.

ARTICLE 32 - OUTSIDE EXPERIENCE

Effective July 1, 2006, and not to be retroactive, the amount of outside teaching experience credit awarded at the time of employment, up to the number of years of service at previous districts, shall be at the discretion of the Board of Education.

ARTICLE 33 - YEARS OF SERVICE

Within thirty (30) days following the beginning of each school year, the Board will publish and make available to the Federation, a years of service list containing the names and dates of employment of all employees in the bargaining unit. It is further understood that the date of employment shall mean the first date of service in the School District.

ARTICLE 34 - PERFORMANCE BASED PAY

Any BCFT member rated Effective or Developing on the prior year's evaluation will be granted steps and lane changes (unless all steps/lane changes are frozen). Any BCFT member who receives a Needing Support rating on the prior year's evaluation will be frozen (no step movement / no lane change movement) on the salary schedule for the next school year (no pay increase).

The required number of observations will be conducted by the appropriate administrator no later than May 15th. Teachers will receive feedback and/or be notified of areas of concern for each observation. In the event a building administrator suspects a staff member is working at a minimally effective or ineffective level, the building administrator will notify the staff member of the potential rating lower than effective. Teachers must reply/sign the receipt of administrative responses and feedback within 10 business days.

Drop-in observations will be held in conjunction with required/formal observations and will continue throughout the duration of the year. If, as a result of the required observations or any subsequent drop-in observations, administration believes that a teacher is at-risk of receiving an ineffective or minimally effective rating, additional formal observations may be conducted prior to any further action, and the staff member will be notified immediately.

In the event a Needing Support staff member (who is frozen at a step or lane change) receives an Effective or Developing rating the following year, they will then be granted a one-step/lane change. For example: Staff member on step 7 receives minimally effective rating. The staff member would remain on step 7 until an effective rating is acquired. When the staff member receives and effective rating, the staff member would then be granted a one-step movement (resulting step 8).

SALARY SCHEDULE

Salary Schedule 2025-2026

STEP	BA / Effective	BA+ /Effective	MA / Effective	MA+ / Effective
1	$44,000	$46,000	$48,000	$50,000
2	$45,000	$47,500	$49,000	$52,000
3	$46,000	$48,500	$51,000	$53,500
4	$47,000	$49,500	$53,000	$55,000
5	$48,000	$51,000	$55,000	$57,000
6	$50,000	$53,000	$56,500	$58,500
7	$51,000	$55,000	$58,000	$60,000
8	$52,000	$57,000	$60,000	$62,000
9	$53,000	$58,500	$61,500	$64,000
10	$54,000	$60,000	$63,000	$66,000
11	$56,000	$61,500	$65,000	$69,000
12	$57,500	$63,000	$67,000	$71,000
13	$59,000	$66,400	$70,363	$72,811
LONGEVITY	***14-16 YEAR** $5,560.00	**17-19 YEAR** $5,760.00	**20-24 YEAR** $6,300.00	**25+YEARS** $7,400.00

Salary Schedule 2026-2027 – 3% Increase

STEP	BA / Effective	BA+ /Effective	MA / Effective	MA+ / Effective
1	$45,320	$47,380	$49,440	$51,500
2	$46,350	$48,925	$50,470	$53,560
3	$47,380	$49,955	$52,530	$55,105
4	$48,410	$50,985	$54,590	$56,650
5	$49,440	$52,530	$56,650	$58,710
6	$51,500	$54,590	$58,195	$60,255
7	$52,530	$56,650	$59,740	$61,800
8	$53,560	$58,710	$61,800	$63,860
9	$54,590	$60,255	$63,345	$65,920
10	$55,620	$61,800	$64,890	$67,980
11	$57,680	$63,345	$66,950	$71,070
12	$59,225	$64,890	$69,010	$73,130
13	$60,770	$68,392	$72,474	$74,995
LONGEVITY	***14-16 YEAR** $5,560.00	**17-19 YEAR** $5,760.00	**20-24 YEAR** $6,300.00	**25+YEARS** $7,400.00

Salary Schedule 2027-2028 – 3% Increase

STEP	BA / Effective	BA+ /Effective	MA / Effective	MA+ / Effective
1	$46,680	$48,801	$50,923	$53,045
2	$47,741	$50,393	$51,984	$55,167
3	$48,801	$51,454	$54,106	$56,758
4	$49,862	$52,515	$56,228	$58,350
5	$50,923	$54,106	$58,350	$60,471
6	$53,045	$56,228	$59,941	$62,063
7	$54,106	$58,350	$61,532	$63,654
8	$55,167	$60,471	$63,654	$65,776
9	$56,228	$62,063	$65,245	$67,898
10	$57,289	$63,654	$66,837	$70,019
11	$59,410	$65,245	$68,959	$73,202
12	$61,002	$66,837	$71,080	$75,324
13	$62,593	$70,444	$74,648	$77,245
LONGEVITY	***14-16 YEAR** $5,560.00	**17-19 YEAR** $5,760.00	**20-24 YEAR** $6,300.00	**25+YEARS** $7,400.00

**Both parties also view moves into longevity as a step. Once in longevity, any movement within the longevity will be viewed as a lane change. Longevity is equal to the years of service equal an employee's position on the salary schedule. Longevity is not just years of service at BCCS. **

**For school year 2025-2026, parties agree to the following:

- For the first 13 of 26 pays, employees will remain on the step/longevity lane that they ended the 2024-2025 school year. For the first 13 pays, they will receive the pay rate/salary (on salary schedule above) and longevity associated with where they ended the 2024-2025 school year. This will be a higher wage/salary than which they ended the year as the district and union attempt to rework the salary schedule to more competitive wages at all steps within the salary schedule.
- Starting with the 14th of 26 pays for the 2025-2026 school year, all employees (on this contract) will be awarded a full step move and a longevity lane change (if applicable). The 14th pay of the year will reflect the wage/salary on the new salary schedule above.

1. Employees must accumulate BA+20 semester hours to be placed on this step. These credit hours may not also be included in the employee's bachelor's degree.

2. Employees must accumulate MA+20 semester hours to be placed on this step. These credit hours may not also be included in the first master's degree obtained by the employee.

3. BA+ and MA+ credits are any credits not included in the bachelor's degree program or master's degree program to obtain those levels on the salary schedule. Example: None of the 60 credits (on transcript) needed to obtain master's degree can also be used as credits for MA+.

4. Any member making a Lane Change on the salary schedule will occur at the start of the school year.

5. Lane changes – proof "certificate college transcript" of additional semester hours required for lane changes must be presented to the Business Office no later than October 1st of current school year.

ARTICLE 35 - EXTRA DUTY PAY

The extra duty pay shall be determined by a Joint Committee, which consists of the Administration and the Federation and shall be attached to this Agreement. See Attachment B.

Brown City Federation of Teachers (BCFT) members shall receive a yearly Brown City Athletic Pass at the start of each school year if they choose. In exchange, administration appreciates members volunteering to help at our athletic events, as needed.

ARTICLE 36 - DURATION

All future contracts must be agreed upon (settled) by June 30 or Public Act 336 of 1947 MCL 423.215b becomes effective immediately. This contract shall commence on July 1, 2025 and shall remain in full force and effect until June 30 2028.

BROWN CITY BOARD OF EDUCATION	BROWN CITY FEDERATION OF TEACHERS
_____	_____
_____	_____
DATED: _____	DATED_____

Tentative Agreement

Between Brown City School District and Brown City Federation of Teachers

This Tentative Agreement ("TA") is entered into between the Brown City School District ("District") and the Brown City Federation of Teachers ("BCFT") regarding the following negotiated changes to compensation schedules.

1. 2026-2027 School Year

Effective for the 2026-2027 school year:

- The Teacher Salary Schedule (Steps 1-13) shall receive a three percent (3%) increase to all cells on the schedule.
- Eligible bargaining unit members shall receive full step movement in accordance with the provisions of the collective bargaining agreement.

Additionally:

- All wages/salaries listed on Schedule B shall receive a four percent (4%) increase.
- The Schedule B longevity payment shall remain unchanged and is not included in the four percent (4%) increase.

2. 2027-2028 School Year

Effective for the 2027-2028 school year:

- The Teacher Salary Schedule (Steps 1-13) shall receive a three percent (3%) increase to all cells on the schedule.
- Eligible bargaining unit members shall receive full step movement in accordance with the provisions of the collective bargaining agreement.

3. Ratification

This Tentative Agreement is subject to ratification and approval by both the Brown City Federation of Teachers and the Brown City School District Board of Education.

BCFT Representative: _____ Date: 5-18-26

BCFT Representative: _____ Date: 05/18/26

Superintendent: _____ Date: 5-18-26

APPENDIX/SCHEDULE – B

4% increase effective the 2026-2027 school year

FOOTBALL			
Varsity Head Coach		$5,200	$500 longevity
Assistant Varsity X2		$3,540	
Jr. Varsity Head Coach		$3,224	
Jr. Varsity Asst.		$2,392	
Jr. High Head Coach		$2,080	
Jr. High Assistant Coach		$1,364	
VOLLEYBALL			
Varsity Head Coach		$5,200	$500 longevity
Varsity Assistant Coach		$2,929	
Jr. Varsity Head Coach		$3,120	
Freshman Head Coach		$2,600	
7th & 8th Grade Head Coach	(EACH)	$2,080	
CROSS-COUNTRY			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 20 participants)	$1,532	
Jr. High Coach (6th, 7th, 8th)	(If 8 participants)	$2,080	If less than 8 participants salary will be prorated, minimum salary is $1,200
CHEERLEADING			
Varsity Sideline Coach (football)		$1,352	
JV. Sideline Coach		$1,832	

****$500 longevity pay if in head varsity (sport specific) coaching position at BCCS or other high school for 8 years or more****

BOY'S BASKETBALL			
Varsity Head Coach		$5,200	$500 longevity
Varsity Assistant Coach		$2,930	
Jr. Varsity Head Coach		$3,120	
Freshman Head Coach		$2,600	
7th & 8th Grade Head Coach	(EACH)	$2,080	
GIRLS' BASKETBALL			
Varsity Head Coach		$5,200	$500 longevity
Varsity Assistant Coach		$2,929	
Jr. Varsity Head Coach		$3,120	
Freshman Head Coach		$2,600	
7th & 8th Grade Head Coach	(EACH)	$2,080	
WRESTLING			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 20 participants)	$1,532	
Jr. High Wrestling (6th - 8th)	(If 8 participants)	$2,080	If less than 8 participants salary will be prorated, minimum salary is $1,200
CHEERLEADING			
Varity Competitive Coach		$2,440	
Varsity Sideline Coach (basketball)		$1,352	
JV Sideline Coach		$1,832	
JH Head Coach		$1,040	

$500 longevity pay if in head varsity (sport specific) coaching position at BCCS or other high school for 8 years or more

BASEBALL			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 14 participants)	$2,256	
Jr. Varsity Head Coach		$2,600	
SOFTBALL			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 14 participants)	$2,256	
Jr. Varsity Head Coach		$2,600	
GOLF			
Varsity Head Coach	(If 4 or more participants)	$3,192	If less than 4 participants salary will be prorated, minimum salary is $1,200 $500 longevity
BOYS' TRACK			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 20 participants)	$2,225	
Jr. High Coach (6th, 7th, 8th)	(If 14 boys or 28 total JH participants. If less than 28 total participants will be prorated based on boys)	$2,080	
GIRLS' TRACK			
Varsity Head Coach		$4,368	$500 longevity
Varsity Assistant Coach	(If 20 participants)	$2,225	
Jr. High Coach (6th, 7th, 8th)	(If 14 girl participants, or 28 total JH participants. If less than 28 total participants will be prorated based on girls)	$2,080	

MISCELLANEOUS			
Teaching Additional Hour		1/14 of BA Step 1 (per semester)	*No Prep Period/Paid per semester*
Classroom Supervision	(PER HR)	$19.50	
Homebound	(PER HR)	$22.17	
Mileage		IRS RATE	
Yearbook		$2,322	
Band		$3,952	$500 longevity pay if in position at BCCS for 8 years or more
National Honor Society		$665	
Powerlifting Team & After School Weight Room Monitor		$3,744	Portioned by admin.
College Advisor		$3,565	60% loss of prep period
E-Sports Head Coach		$2,340	
Robotics Advisors		$2,080	*Portioned by Admin*
Student Council		$888	
Academic Coaching		$3,562	*Portioned by admin/coord*
BCES / BCHS - Gifted/Talented		$1,829	
CLASS SPONSORS			
Senior Class		$624 x 2	
Junior Class		$858 x 2	
Tenth Grade Class		$416 x 2	
Ninth Grade Class		$312 x 2	
Seventh & Eighth Grade Classes	(EACH)	$312 x 2	

**Any section of Schedule B (that is shaded grey) will not be paid during the duration of this contract. **