Master Agreement

between the

Perry Board of Education

and the

Perry Education

Association, MEA-NEA

2024-2027

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WITNESSETH

WHEREAS, the Board of Education ("Board') of the Perry Public Schools ("District") is required by law to negotiate with the Perry Education Association ("Association') on wages, hours, and other terms and conditions of employment of teachers; and the parties, through collective bargaining in good faith, have reached agreement on all such matters and desire to execute this Agreement.

ARTICLE 1: RECOGNITION

A. The Board recognizes the Perry Education Association as the exclusive bargaining representative, as defined in Section 11 of the Public Employment Relations Act, MCL 423.211, for all certificated teaching personnel, media specialists, and counselors under contract with the Board, but excluding supervisory and executive personnel, office, clerical, maintenance, operating employees, and any others who do not have a community of interest with classroom teachers. For purposes of this Agreement, the term "Teacher(s)" Shall include all employees represented by the Association and the term "Non-teaching Professional Staff Member" shall include those members of the Association's bargaining unit whose employment is not regulated by the Michigan Teachers' Tenure Act.

B. The term "Board" shall include its officers and administrative agents. The Superintendent of the Perry Public Schools shall act as the Board's primary agent and shall supervise the interpretation and enforcement of this contract for the Board and administrative agents.

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ARTICLE 2: ASSOCIATION AND TEACHER RIGHTS

A. Pursuant to the Public Employment Relations Act, MCL 423.201 et seq. the Board agrees that every Teacher shall have the right, freely, to organize, join, and support the Association for the purpose of engaging in collective bargaining.

B. The Association shall have the right to the reasonable use of District building facilities, provided that this use does not interfere with or interrupt normal school activities. With prior approval from the Superintendent, Association leadership may schedule Association meetings during teacher work days, including professional development days. If room scheduling is needed for Association building use, that scheduling shall be made through the appropriate building administrator. The Association, by its representatives, may, for Association purposes, enjoy the use of District computers, duplicating equipment and audio visual equipment, provided all such use shall be only when such equipment is not in use for educational or instructional purposes, Any costs associated with using equipment shall be borne by the Association, other than the minimum (such as paper for 20 copies, etc.).

C. A Teacher has the right to review his/her personnel records information. The Teacher also has the right to have an Association representative accompany him/her in such review. Other examination of a Teacher's personnel file shall be limited to qualified supervisory personnel, except that a non-bargaining unit member's Association representative may review such files when necessary for contract administration purposes or to provide the Teacher representation in other administrative or legal proceedings. A Teacher's personnel file shall contain a record indicating who has reviewed it, the date reviewed, and the reason for such review.

D. No material, including but not limited to, student, parental or school personnel complaints originating after initial employment will be placed in a Teacher's personnel file until the Teacher has had an opportunity to review the material.

    a. Complaints against a Teacher shall be accepted only if in writing and signed by the complainant. If administrative action is taken as a result of the complaint, the action and or remedy shall be clearly stated and attached to the complaint.

    b. A Teacher may submit a written notation or reply regarding any material, including complaints, and the same shall be attached to the personnel file copy of the material in question.

    c. If the Teacher believes that material to be placed in the file is inappropriate or in error, the Teacher shall provide the Superintendent with written notice of the purported inappropriate or erroneous information, along with an explanation as to

why the material in question should be corrected or expunged. The Superintendent or his/her designee may correct or expunge the material as appropriate and in conformity with applicable legal standards.

E. Upon Board request, Association representative(s) engaged in collective bargaining on the Association's behalf or participating in grievance meetings during the school day shall be released from regular duties without loss of pay or leave time.

ARTICLE 3: ASSOCIATION AND TEACHER RESPONSIBILITIES

A. Teachers shall be at their workstations for the days and times contracted. Teachers are obligated to attend one (1) Administrative led building meeting per month and one (1) Department led meeting per month, which may extend up to one hour beyond the normal contracted work day. Teachers, full and part-time, shall attend ALL professional development days. Willful disregard of these obligations may subject the Teacher to immediate disciplinary action.

B. All Association material(s) intended for distribution or display on any property or facility under the Board management shall be identified as Association material(s) before distribution or display.

C. Teachers shall maintain a continuous high level of professional service to the welfare and benefit of the student body. Teachers, therefore, shall discharge their assignment with professional proficiency, plan adequately, and make conscientious efforts to meet, as necessary, with children, parents, and administrators.

D. Teachers shall remain on duty without extra pay as long as necessary in an emergency situation, including but not limited to a severe weather warning, a civil or student disturbance, or a situation which may threaten student health or safety.

E. A Teacher who will be absent from work is required to report his/her absence in advance on the substitute reporting system utilized by the District. The District shall provide the method of procuring a substitute in writing to the Teacher at the start of each school year. An absence not reported within one (1) hour prior to the start of the Teacher's work day may be considered a violation of this policy, depending on the reason for untimely notification. When a Teacher has officially notified the District of his/her absence, classroom supervision becomes the District's Responsibility.

F. Each semester, all Association members will be required to attend two events outside of their regularly scheduled day. One will be identified by their building administrator, and the other will be selected by the member each semester.

a. The first semester administrator identified event for all professional staff will be the open house/orientation, with the date being shared with staff by June 30th of the previous school year, and will be scheduled no earlier than the first required day according to the agreed upon calendar.
b. The second semester administrator identified event will be communicated to staff by September 30th. Should a member have a conflict that excludes them from attending the administrator identified event the member shall schedule a meeting in advance with their building administrator to create alternate arrangements.
c. The second required events for each semester will be selected by the Association member.
d. Events will be documented by the member in the professional practice comments within the evaluation system.

ARTICLE 4: RIGHTS AND RESPONSIBILITIES OF THE BOARD

A. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan Revised School Code or any other applicable laws or regulation.

B. The Association recognizes that the Board has responsibility and authority to manage and direct, on behalf of the public, all District operations and activities to the full extent authorized by law, provided that such rights and responsibilities shall be exercised in conformity with the provisions of this Agreement. Such rights shall include by way of illustration and not by way of limitation, right to:

a. Manage and control its business, equipment, and operations.

b. Continue its rights, policies, and practices of assignment and direction of personnel and scheduling.

c. Determine the services, supplies, and equipment necessary to continue operations.

d. Determine the number and location of facilities, including the establishment or location of new schools, buildings, departments, or the closing of buildings or other facilities.

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

f. Determine the financial policies including all accounting procedures.

C. The Board agrees to support the teaching staff in regards to the latest accepted methods of instruction for maintaining a continuous high level of professional service to the welfare and benefit of the student body.

D. The Board agrees that for each building principal, there will be a Principal Advisory Committee comprised of the principal, the Association representative(s) for the building, and—at the request of either party—one other teacher mutually selected by the principal and the Association representative(s).

a. The purpose of this committee shall be to define problems that may arise within the building and to plan a possible course of action to take regarding those problems.
b. The Principal Advisory Committee will also serve as a regular communication link between the Association and the building principals. The committee will meet monthly, unless the Association and the principal mutually agree to cancel the meeting.

ARTICLE 5: PAYROLL DEDUCTIONS

A. Upon the Teacher's written authorization, payroll deductions will be made for the following reasons:

a. Approved 403(b) and 457 plan accounts

b. Health insurance

c. U.S. Savings Bonds

d. United Way funds

e. Section 125 plan

f. Qualified college savings plans

B. The starting dates, frequency, and amount of such deductions shall be as mutually agreed between the Board's accounting office and the Teacher except as provided in this Agreement. Written authorization for deduction or cancellation of a deduction shall be filed with the Board's accounting office at least two (2) weeks before the anticipated action.

C. All payroll will be paid by direct deposit or debit card. No paper checks will be issued as a regular form of payment for payroll.

ARTICLE 6: LEAVE DAYS AND OTHER ABSENCES

A. LEAVE DAYS

a. All Teachers shall be credited with twelve (12) full days of leave at the start of the school year, four (4) personal business days and eight (8) sick days. It is specifically acknowledged that these are not vacation days; these days are for the personal business of the teacher or for illness as regulated herein. Any use of three (3) or more consecutive leave days will require either prior approval from the Building Principal or written documentation from the Teacher's health care provider upon the Teacher's return. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, shall be treated on the same terms and conditions as are applied to other temporary disabilities. All unused days can accumulate, as sick days, up to sixty-five (65) days. Leave days will be charged to the Teacher's accumulated leave as long as those days are available (see 6.A.b). At the start of the school year, each Teacher shall have access to a statement of accumulated leave on the Employee Web.

b. All employees who have 65 or more accumulated leave days by September 1, 2018 may accumulate up to a total of 135 days. Accumulated days are for the purpose of sick leave.

c. Employees who have accumulated 64 days or less as of September 1, 2018, will be able to accumulate a maximum of 65 days. All accumulated days are for the purpose of sick leave.

d. All accumulated personal or sick leave days will be accumulated as sick days up to the maximum permitted in Article 6.A.b.

e. Any employee whose accumulated leave days falls below 65 days will then be "capped" at 65 days henceforth.

f. A Teacher whose personal illness extends beyond the period of compensable leave shall be granted a leave of absence without pay for a period not to exceed one (1) year, renewable at the Board's discretion. Upon return from such a leave, a Teacher shall be re-assigned.

g. A Teacher whose absences do not exceed the levels specified below during one school year shall receive a separate payment to a designated 403(b) plan no later than June 30th of each school year and according to the following schedule:

i.

Leave Days Used	Payout
(1)	$250.00
(2)	$125.00

ii. The following types of absences are excluded from the above payout formula:

1. Administratively-initiated professional development
2. Professional conference days
3. Association leave days

h. Leave shall not be charged against a Teacher for any day on which school has been canceled or is not in session.

i. Paid personal leave may not be taken on the day immediately preceding or following days which are scheduled as non-working days in the calendar (e.g. holidays, vacations, and break periods) or the first and last day of school or a semester. Exceptions may be made with approval of the building principal and the approval of the Superintendent.

B. JURY DUTY

a. Any Teacher who is called for jury duty or is subpoenaed to testify during school hours shall receive his/her daily earnings less per diem jury duty pay. A Teacher may sign over the check he/she receives for jury duty directly to the District in order to prevent any reduction in pay. Such absences shall not be charged to the Teacher as leave.

C. CONFERENCE DAYS

a. A Teacher shall be allowed leave with pay during the school year for approved conference days. Conferences shall be related to the Teacher's curricular or extracurricular assignments for that year or the ensuing year.
b. Every conference must meet building and/or District school improvement goals. Each Teacher attending an approved conference may be required by an administrator to share with colleagues and administration the information that was obtained at the conference.

c. All of an approved conference, including substitutes, shall be deducted from the building's conference budget.

d. The building principal reserves the right to limit the number of Teachers attending any one conference. Requests will be processed on a first-come, first-serve basis.

e. A conference attendance form shall be completed by the Teacher requesting conference leave. After approval by the building principal, the conference attendance form will be submitted to the Superintendent for final approval. A copy of the conference attendance form shall be returned to the Teacher and a copy forwarded to the Business Manager. Consistent with Board policy, the Teacher's completed reimbursement form shall be sent to the building principal, as well as to the Business Manager for reimbursement.

f. A Teacher shall not be required to attend a conference without his/her consent.

g. Conference attendance may be canceled (by the Principal) if a substitute is not available.

h. It is the Teacher's responsibility to request a substitute when conference attendance is approved.

D. LEAVE OF ABSENCE

a. Not later than May 1, a tenured Teacher may make a written request to the board for a leave of absence, without pay, for the school year. No leave shall be granted for more than one (1) school year.

b. The Teacher's intention to return to work in the District shall be reaffirmed, in writing, no later than May 1, during the year of the leave.

c. A Teacher who is an officer of the M.E.A. or N.E.A. shall be granted an unpaid leave of absence for up to four (4) years. The Teacher's intention to return to work in the District shall be reaffirmed, in writing, no later than May 1, during the ending year of the leave.

E. SHORT-TERM LEAVE

a. Upon prior written approval by the Superintendent, a Teacher may be absent without pay.

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F. SABBATICAL LEAVE

a. A Teacher who has been employed for seven (7) consecutive years by the Board may be granted a sabbatical leave for teacher improvement, for up to one (1) year without compensation. It is agreed that teaching improvement includes, but is not limited to, attending a college, university, or other educational institution or for travel which will improve the Teacher's ability to teach.

b. The request for sabbatical leave must be in writing and submitted to the Board no later than May 1.

c. Sabbatical leave shall be granted at the Board's discretion.

d. A Teacher granted sabbatical leave shall be considered part of the teaching staff for the purpose of Article 7, Section A and Article 5, Section A. No seniority shall accrue during the sabbatical.

e. Any Teacher granted a sabbatical leave shall return to the District for not less than one year.

f. A Teacher on sabbatical shall notify the Board in writing by May 1 of his/her intent to return for the upcoming school year. Failure to do so will be considered a resignation from all employment with the District.

G. FAMILY LEAVE, PARENTAL LEAVE, ADOPTIVE LEAVE

a. The Board agrees to provide for its employees ail of the required in the Family Medical Leave Act, 29 U.S.C. 2601 et seq. A Teacher shall provide proper notice and medical certification required by the Board.

b. A Teacher may use any or all accumulated leave days in conjunction with the Family Medical Leave Act.

H. ASSOCIATION LEAVE

a. Officers of the Association shall be granted a combined total of fifteen (15) days leave of absence per year to attend to Association business. These days shall not be deducted from a Teacher's leave days. The Association agrees to reimburse the District for sub-teacher for each day used.

I. BEREAVEMENT LEAVE

a. Employees are granted up to five days of bereavement leave in case of the death of a close family member, specifically spouse, parents or step-parents, children or step-children, grandparents or step-grandparents. The five days are in addition to the other personal and sick leave granted in this agreement. If additional days are needed the employee may make a written request to the Superintendent.

b. In case of the death of other family members the employee may use up to three personal leave days, if available. If an employee's personal leave days are exhausted, then sick days may be used.

ARTICLE 7: TEACHER PLACEMENT

A. VACANCIES

a. The Superintendent or designee decides employee placement, when a vacancy exists, and when a posting is made. Generally, a vacancy is an unassigned, open position or a newly created position which the District intends to permanently fill.

b. On or before May 1, employees will provide written notice of their preferred placement for the following school year to the administration by responding to the survey sent by the administration.

c. Vacancies that occur after employees are placed in their initial placement for the school year will be posted internally and externally at least five (5) calendar days before permanently filling the position unless the posting period would result in students not having a permanent teacher assigned at the beginning of the school year. If the administration has knowledge of vacancies that occur from the last employee report day until July 31, the vacancy will be posted internally and externally for ten (10) calendar days before permanently filling the position. Employees may apply for vacant positions by submitting a written letter to the Superintendent or designee identifying the vacant position that employee is applying for and any other relevant information such as training, professional development, or experience.

d. Consistent with Revised School Code Section 1248, employee placement decisions will be made by the Superintendent or designee in their discretion based on the following clear and transparent factors:

    i. Staffing programs with–effective and qualified Employees to instruct or support the applicable courses, grades, and school schedule.

ii. Appropriate certification, approval, credentials, or authorization for all aspects of the assignment. The certification, approval, credentials, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, District criteria and job descriptions, and other applicable statutes and regulations.

iii. Employee placement decisions must be made based on classroom effectiveness criteria established in Revised School Code Section 1249 or the District's evaluation tool used for non-classroom teachers and ancillary staff.

iv. Employees must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:

1. District-provided professional development, training, and academic preparation for an instructional their assignment that is anticipated to contribute to the Employee's effectiveness in that assignment and is integrated into instruction as appropriate;

2. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction, as appropriate, in a meaningful way;

3. Disciplinary record, if any;

4. Length of service in a grade level(s), or subject area(s), or applicable assignment;

5. Recency of relevant and comparable teaching assignments or work experience;

6. Attendance and punctuality;

7. Compliance with state and federal law, regulations, or other grant or funding requirements; or

8. Other non-arbitrary or capricious reasons.

e. Length of service shall be considered as a tiebreaker if a placement decision involves 2 or more Employees and all other factors distinguishing those Employees from each other are equal.

f. If a teacher petitions for nullification of their teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.

g. Awarding a vacancy to an external applicant shall occur if no bargaining unit employee has applied for the vacant position within the posting timeline or if no internal applicant meets the criteria outlined in this Article.

h. The Superintendent or designee has discretion to involuntarily transfer an employee into a position for which they are certified or qualified for a reason that is not arbitrary or capricious.

i. Non-probationary employees may grieve placement decisions up to Level Four of the grievance procedure. Probationary employees may not grieve placement decisions.

B. LAYOFF/RECALL

a. Acting within the approved budget, the Superintendent will establish the number and nature of assignments to implement the approved programs. If the Superintendent determines that insufficient funds are budgeted for the existing Teaching staff Employees or that a reduction in Teaching staffEmployees is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the Teaching positions to be reduced.

b. Reduction in force and recall decisions must be made based on Employee effectiveness criteria established in Revised School Code Section 1249 or the District's evaluation tool used for non-classroom teachers and ancillary staff.

c. Decisions about the reduction and recall of TeachersEmployees will be guided by the following criteria:

   i. Retaining the effective Employees who are certified (or otherwise approved or authorized), credentialed, and qualified to instruct the courses within the curriculum, academic level(s), department(s),

and school schedule(s). A probationary Teacher or other certificated Employee rated as “effective” (or highly effective) on the Employee’s most recent annual year-end performance evaluation is not subject to displacement by a tenured Teacher or other certificated Employee solely because the other Employee is tenured under the Teachers’ Tenure Act.

ii. Employees must be properly certified, credentialed, approved, or authorized for all aspects of their assignments. TheEmployees’s certification, credentials, authorization, or approval status will be determined by the Revised School Code, MDE’s Teacher Certification Code, MDE’s Rules for Special Education Programs and Services, District criteria and job descriptions, and other applicable statutes and regulations; and based on documentation on file with the Superintendent’s office.

iii. Employees must maintain valid certification, credentials approval, or authorization, as applicable, and are responsible for filing a copy of the certificate, approval, or authorization with the Superintendent’s office in compliance with Revised School Code Section 1532.

iv. If a Teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent’s office.

d. Employees must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent’s office, including:

i. District-provided professional development, training, and academic preparation for their assignment that is anticipated to contribute to the TeacherEmployee’s effectiveness in that assignment and is integrated into instruction as appropriate;

ii. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction, as appropriate, in a meaningful way;

iii. Disciplinary record, if any;

iv. Length of service in a grade level(s) or subject area(s);

v. Recency of relevant and comparable teaching assignments;

vi. Attendance and punctuality;

vii. Compliance with state and federal law; or

viii. Other non-arbitrary or capricious reasons.

e. Employees must provide the District with current information and documentation supporting the Employee's certification, credentials and qualifications.

i. Reduction and recall decisions will be based on the teacherEmployee's certification and qualifications in the District's records at the time of the decision.

ii. A laid off TeacherEmployee must maintain current contact information (address, phone, and email address) with the Superintendent's office.

iii. Failure to maintain current contact information may negatively affect the TeacherEmployee's recall.

f. Employee reductions and recalls are by formal Board action.

g. Before the Board authorizes a Teacher an Employee reduction, the Superintendent or designee will notify, in writing, the affected Teacher Employee of an opportunity to respond, either in person or in writing, to the proposed reduction.

h. The Superintendent or designee will provide written notice of reduction in force or recall decisions to each affected TeacherEmployee and Association.

i. An Employee's length of service with the District as a classroom teacher or tenure status under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions.

j. Employee reduction in force decisions will be implemented through a procedure established by the District which will include by the following:

   i. If 1 or more teaching positions are to be reduced, the Superintendent will first identify the academic level(s) or department(s) affected by the reduction. Among those Employees who are certified, approved, credentialed, or authorized and qualified to instruct the remaining curriculum within the affected academic level(s) or department(s), selection of Employee(s) for reduction in force will be based on the factors set forth.

   ii. When a Teaching position is identified for reduction and there exists a concurrently vacant Teaching position for which the Employee in the position to be reduced is both certified and qualified, and the Teacher Employee has received an overall rating of at least effective on that Teacher'sEmployee's most recent year-end performance evaluation, that TeacherEmployee may be assigned to the vacant position consistent with this Article.

   iii. If the reduction or recall decision involves more than 1 Employee and all other factors distinguishing those TeachersEmployees from each other are equal, seniority (as established by the most recent seniority list for the bargaining unit to which the TeacherEmployeess belong or, if none exists, the District's records) will determine preference for reduction or recall.

   iv. At least 30 calendar days' notice of reduction in force will be provided to the TeacherEmployee and Association, absent extenuating circumstances.

k. Teacher Recall Process

   i. An Employee is eligible for recall under this Article for 12 months from the date the District implemented the reduction in force.

ii. The Superintendent will first identify the academic level(s) or department(s) for which a teaching vacancy exists.

iii. Before or in lieu of initiating the recall of a laid-off Employee, the Superintendent may reassign Employees to fill vacancies in accordance with this Article.

iv. After or in lieu of any reassignment of existing Teaching staff, the Superintendent may take either of the following actions to fill a vacancy:

1. Recall the laid-off Employee who is certified and qualified for the vacancy, provided the Employee was rated at least effective. If more than 1 laid-off teacher employee is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this article; or

2. Post the vacancy and consider all applicants if no laid-off Teacher Employee meets the criteria in this article.

v. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled Employees and will establish the time within which an Employee must accept recall to preserve the Employee's employment rights.

vi. A laid-off employee who is offered an interview for a vacancy and who fails to appear at that interview forfeits all rights to recall and continued employment.

vii. A laid-off employee who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

l. Non-probationary employees may grieve layoff and recall decisions up to Level Four of the grievance procedure. Probationary employees may not grieve layoff and recall decisions.

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ARTICLE 8: SALARY AND EXTRA DUTY SCHEDULE

18 Steps				
	BA	BA+18	MA	MA+10
1	40,548	41,885	43,777	44,838
2	41,888	43,317	45,478	46,543
3	43,228	44,749	47,179	48,248
4	44,568	46,181	48,880	49,953
5	45,908	47,613	50,581	51,658
6	47,248	49,045	52,282	53,363
7	48,588	50,477	53,983	55,068
8	49,928	51,909	55,684	56,773
9	51,268	53,341	57,385	58,478
10	52,608	54,773	59,086	60,183
11	53,948	56,205	60,787	61,888
12	55,288	57,637	62,488	63,593
13	56,628	59,069	64,189	65,298
14	57,968	60,501	65,890	67,003
15	59,308	61,933	67,591	68,708
16	60,648	63,365	69,292	70,413
17	61,988	64,797	70,993	72,118
18	63,328	66,229	72,694	73,823
Per Step	1,340	1,432	1,701	1,705

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PROVISIONS of Article 8

A. Education level shall be determined by transcript or letter of completion from an institution of higher education, submitted to the business office before the first teacher work day of the school year.

B. A Teacher with teaching experience in another school system may receive up to a maximum of ten (10) years step-credit.

C. Payment for extra duties will be provided in a regular paycheck(s) unless otherwise requested in writing.

D. Media and Counselors' pay beyond normally scheduled days will be computed at an hourly rate of $30.00

E. A Teacher wishing to move to the BA+ or MA+ schedule must meet the criteria as set forth by the District.

   a. Classes taken by a Teacher for this purpose must relate to a teaching assignment.

   b. Use of SCECHs (State Continuing Education Clock Hours)

      i. Movement to the BA+18 lane and to the MA+10 lane is based on the teacher earning eighteen (18) hours or ten (10) hours, respectively, of graduate-level course credit, or four hundred fifty (450) qualified SCECHs for the BA +18 or two hundred fifty (250) SCECHs for the MA +10, or a combination of graduate-level course credit hours and SCECHs. To qualify for lane credit, the class must be taken after the date that the teacher has earned the Bachelor's or Master's degree.

      ii. For purposes of this provision, 25 qualified SCECHs = 1 hour of graduate-level course credit. A qualified SCECH is one that is earned through District-provided professional development offered by the Perry Public Schools or through a third party with prior written approval by the building principal to fulfill the requirements of Revised School Code Section 1527, MCL 380.1527, registered in the teacher's account through the Michigan Online Educator Certification System (MOECS), and earned by the teacher since July 1, 2021.

      iii. In order to change lanes for a school year, the SCECHs requirement shall be completed by September 1st, with all paperwork submitted to the

administration office no later than October 30th. If the deadline is missed, the lane change will be put in effect for the next school year.

F. A Teacher hired during the first ninety (90) student days will earn a full year's step-credit. A Teacher hired after student day ninety (90) shall not move on the salary schedule until the following year. This salary schedule movement, however, shall be consistent with Public Act 54 of 2011, which precludes salary advancement upon the expiration of the collective bargaining agreement.

G. Upon voluntary resignation of employment, a Teacher with a minimum of fifteen (15) years experience earned in the District shall receive $25.00 for each accumulated sick day.

    a. A Teacher indicating in writing to the Superintendent by May 1st his/her desire to terminate employment by the end of that school year shall receive $50.00 for each accumulated sick day.

H. A Teacher required in the course of his/her work to drive his/her personal vehicle shall receive mileage reimbursement at the current Internal Revenue Service rate for work-related use. The Teacher shall submit mileage documentation to the business office on a monthly basis.

I. A teacher who completes the contractual year is entitled to and salary over the summer months as provided in this Agreement.

J. Members in years 2 and 3 of the contract ending in June, 2027 who are already at Step 18 shall receive $1500 in year 2 as a stipend to be paid over the course of the contract year, and $1700 in year 3 as a stipend to be paid over the course of the contract year.If the final budget for each year, 2024-2025 and 2025-2026 reflect over a 10% fund balance, each of these amounts will be increased by $1000.00 for the subsequent year.

K. Teachers covered by Article 1: Recognition shall receive merit pay on the last pay of each fiscal year according to their following overall evaluation rating. Teachers rated as Effective shall receive $100.00, teachers rated as minimally developing or needing support shall not receive merit pay.

L. Longevity-Members shall receive longevity stipends in the last pay in June of each year after the completion of years based on the following timeline of service to PPS

    a. Completed years 20-24=$1000

    b. Completed years 25-29=$1250

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c. Completed years 30+=$1500

SALARY SCHEDULE B

Varsity Football	12%		Varsity Volleyball	10%
Asst. Varsity Football	7%		JV Volleyball	7%
JV Football	7%		Freshman Volleyball	6%
Asst. JV Football	6%		8th Grade Volleyball	5%
Freshman Football	6%		7th Grade Volleyball	5%
Asst. Freshman Football	6%		High School Track-Head Coach	14%
Varsity Golf	10%		HS Boys Asst. Track	8%
Varsity Cross Country	10%		HS Girls Asst. Track	8%
Middle School Cross Country	5%		Assistant MS Cross Country when 17+ participants	4%
Wrestling	11%		Middle School Track Girls	7%
Asst. Wrestling	7%		Middle School Track Boys	7%
Middle School Wrestling	5%		Asst. Middle School Track when over 50 participants	6%
Varsity Basketball Girls	12%		Varsity Baseball	10%
Varsity Basketball Boys	12%		JV Baseball	7%
JV Basketball Girls	8%		Varsity Softball	10%
JV Basketball Boys	8%		JV Softball	7%
Freshman Basketball Girls	6%		Varsity Soccer Girls	10%
Freshman Basketball Boys	6%		Varsity Soccer Boys	10%
8th Grade Basketball Girls	5%		JV Soccer	7%
8th Grade Basketball Boys	5%		Varsity Competitive Cheer	10%
7th Grade Basketball Girls	5%		Varsity Sideline Cheer	4%
7th Grade Basketball Boys	5%		JV Cheer Team (2 Seasons)	10%

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Strength & Conditioning Coordinator (Hourly rate based upon certification)*	Min $60 per hour up to 120 hours		Middle School Competitive Cheer	6%
Middle School Sideline Cheer	4%		7/8 Football Coach	6%
Varsity Dance Team	6%		Assistant Golf Coach	5%

PROVISIONS of Schedule B

A. Compensation is determined by applying the percentage to BA salary on Schedule A. Experience in a particular activity will be granted up to step-credit level seven (7).

B. Schedule B compensation shall be divided equally and provided in a Teacher's regular paycheck throughout the season. The last pay may be held until all equipment is returned. However, if requested in writing before the start of an activity, a Teacher shall be compensated in a single payment at the completion of the activity.

C. A vacant Schedule B position shall be posted in accordance with Article 7.

SALARY SCHEDULE C

Senior Class Advisor	4%		Junior Class Advisor	4%
Sophomore Class Advisor	3%		Freshman Class Advisor	3%
High School Yearbook Advisor	7%		Middle School Yearbook Advisor	4%
High School Drama Director per production, two per year	8%		High School Student Council Advisor (includes 2% for Rambler Roast Cafe)	7%
High School Assistant Drama Director per production, two per year	6%		LINKS-only applies if LINKS is not a scheduled course (one of five) in a teacher's day	1% per semester
Upper Elementary and/or 7-8 Student Council Advisor (each)	4%		Agri-Science Instructor (22 hour work week, assumes 8 weeks)	18%
High School Robotics Head Coach	3%		Jazz Band	2%

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Graduation Coordinator	Hr. rate, up to 35 hours		Future Problem Solving	3%
High School Quiz Bowl	3%		High School Math and/or Science Olympiad Advisor	3%
Middle School Math/Science Olympiad Advisor	3%		District School Improvement Team	1.5%
Chamber Choir	2%		Men's Select Ensemble	2%
Department Heads/Grade Level Chairs	3%		Assistant Band Director	6%
Band Director	14%		NHS Advisor	3%
Spanish Club	3%		7th Hour Advisory (job description-engaging with students)	$45/hour
Saturday School	$50/hour		After School Detention	$35/hour
START/ASD Consultant	1%		Summer/Vacation Work	$150/day
Elementary Choir-year long-minimum one outside performance per semester	4%		Choir Director	12%
Hourly Rate	$30		Clubs (See O.)	1% each

PROVISIONS of Schedule C

A. When two or more Teachers request a Schedule C position, the most qualified Teacher as determined by Administration shall be granted the assignment.

B. Compensation for all positions, excluding the Agri-Science, Vocal Music and Band Instructors is determined by applying the percentage to BA salary on Schedule A. Experience in a particular activity will be granted up to step-credit level 7.

C. A Teacher shall be compensated in a single payment at the completion of the activity, once he/she submits the appropriate forms with his/her supervisor.

D. A Teacher who substitutes during his/her preparation period shall be compensated at the hourly rate of $35.00.

E. Curriculum and school improvement responsibilities above and beyond professional expectations—both being mutually agreed upon in advance by the Association and Superintendent—shall be compensated at the hourly rate listed above.

F. The Agri-Science Teacher shall be compensated 18% of his/her position on Schedule A.

G. The Band Director shall be compensated 14% of his/her position on Schedule A. The Assistant Band Director shall be compensated 6% of his/her position on Schedule A. An additional forty (40) hours for band camp shall be paid at the hourly rate for both the Band Director and the Assistant Band Director.

H. A Teacher's participation in kindergarten orientation sessions outside the normal school days shall be compensated at the hourly rate.

I. A tenured Teacher may be approved by the Superintendent to teach an additional section of a course that he/she is currently teaching (i.e., no additional preps). The Teacher shall be compensated a percentage of his/her current salary equaling one class period. A Teacher may elect the additional compensation be paid either as salary or deposited into his/her 403(b) account.

J. Discretionary Extra Duty Assignments: Four per building, as needed and approved by the building administrator. These positions are voluntary and intended to support administrators with student supervision. The stipend is $300 per semester. There are 4 semester positions per building, per year.

K. A department head/grade level chair assignment shall be made by consent of the Teacher, if possible. If no Teacher volunteers, the principal shall make the assignment, in which case the department head/grade level chair shall rotate yearly with each Teacher in that department/grade serving a one-year term.

L. Two Teachers approved by Administration to share a Schedule C position shall divide compensation equally.

M. A Teacher who completes the contractual year is entitled to benefits and salary over the summer months as provided in this Agreement.

N. By September 1 of each school year, each building principal will send communication to staff listing filled Schedule C positions for their building.

O. Clubs may be provided as determined by teachers/administrators, 5 each at elementary and middle, 8 at high school, 1% each minimum, six sessions each club.

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ARTICLE 9: GRIEVANCE PROCEDURE

A. The primary purpose of the grievance procedure is to equitably solve problems at the lowest level possible.

B. Proceedings shall be kept as confidential as appropriate, although nothing contained herein shall limit any Teacher or the Association to either discuss a grievance informally with an appropriate administrator or to proceed independently as described in Level 1.

C. DEFINITIONS

a. A "grievance" is an alleged violation of the expressed terms of this Agreement. The following matters shall not be the basis of any grievance filed under the procedure outlined in this article:

i. The termination of services of or failure to re-employ any probationary teacher.

ii. The termination of services of or failure to re-employ any teacher to a position covered by extra-curricular salary schedule, except as provided below for salary schedule B.

iii. Areas in which the Tenure Act prescribes a procedure or authorizes a remedy.

b. The "aggrieved" is the Teacher, Teachers, or Association making the Claim.

D. The grievance procedure shall apply to those persons performing Schedule B duties. A Coaches' Handbook shall be composed by the Athletic Director and individual(s) chosen by the Association. This section shall not apply to those coaches who are in their first four years of Schedule B duties in the District

E. STRUCTURE

a. One or more Association Building Representatives for each school building shall be selected by the Association.

b. The Association shall establish a Professional Rights and Responsibilities (PR&R) Committee which shall serve as the Association's Grievance Committee. When an Association Building Representative or a PR&R Committee member is the aggrieved or a party of interest, he/she shall disqualify him/herself from that grievance's proceedings; a substitute shall be named by the Association.

c. The Principal shall be the administrative representative when a grievance arises in that building.

d. The Superintendent shall be the administrative representative when a grievance arises in more than one building.

F. PROCEDURE

a. The number of days indicated at each step of the grievance procedure shall be work days.

   i. Time limits may be extended by mutual consent.
   ii. If a grievance is filed on or after May 15, and is not resolved before the Teachers' last work day of the school year, the timeline shall be suspended until the first Teacher work day of the following year.

b. Failure by the aggrieved to proceed from one step of the grievance procedure to the next within the time limits shall be deemed as acceptance of the decision previously rendered and shall eliminate any future appeal of that grievance.

c. Failure by the Administration to render a decision in writing to the aggrieved within the specified time limits shall permit the aggrieved to proceed to the next step of the grievance procedure.

G. GRIEVANCE LEVELS

a. **LEVEL ONE:** A meeting shall be held to informally resolve the problem.

   i. The Teacher, Teachers, and/or Association Representative(s) who believe they are aggrieved shall discuss the matter with the administration representative within twenty (20) work days of the date the infraction occurred.

   ii. Within three (3) work days after the meeting, the administration representative shall give his/her disposition in writing to the Teacher, the Association building representative(s), and the Association President.

   iii. If the Teacher, Teachers, or Association Representatives are not satisfied with the administrative response from Level One, or if no written response has been delivered within three (3) work days of the meeting, the situation shall be presented to the PR&R Committee.

iv. If the committee rules that a violation has occurred, a formal grievance shall be written by the PR&R Committee, and shall contain:

1. the date of the incident(s)

2. the specific Master Agreement language allegedly violated

3. the remedy sought by the aggrieved.

v. When the grievance is written, the procedure shall then proceed to Level Two. If, however, the PR&R Committee deems no violation occurred, a Teacher may write a grievance and proceed through the grievance procedure on his/her own, without Association backing.

b. **LEVEL TWO:** Superintendent.

i. The formal written grievance shall be filed with the Superintendent.

ii. Within ten (10) days of receipt, the Superintendent shall render a decision in writing to the Teacher, the Association building representatives, and the Association President.

c. **LEVEL THREE:** Board of Education.

i. If the PR&R Committee is not satisfied with the disposition of a) the grievance at Level Two, or if no decision has been rendered within ten (10) work days from date of receipt of grievance by the Superintendent, the committee may refer the grievance to the Board of Education's personnel committee.

ii. This committee shall be composed solely of members of the Board of Education.

iii. The formal grievance along with copies of all relevant communications, and records shall be forwarded to each member of the personnel committee.

iv. Within ten (10) days of receipt of the written grievance by the personnel committee, the committee shall meet with the Association President(s) and designated members of the Association PR&R Committee for the purpose of arriving at a mutually satisfactory solution to the grievance. A decision shall be rendered in writing by the personnel committee within ten (10) work days.

d. **LEVEL FOUR:** Appeal Board.

i. If the PR&R Committee is not satisfied with the disposition of the grievance at Level Three, or if no disposition has been made within the period provided, the grievance shall be submitted to an Appeal Board within five (5) days.

ii. The Appeal Board shall consist of (2) members selected by the Association and two (2) members selected by the Superintendent.

iii. Upon receipt of the appeal, the Superintendent shall set a meeting within five (5) work days to attempt to solve the dispute.

iv. In order to resolve the grievance, a settlement must be written at this meeting and signed by all members.

e. **LEVEL FIVE:** Arbitration.

i. If the Appeal Board is unable to settle the grievance, the PR&R Committee may elect to submit it to arbitration before an impartial arbitrator.

ii. If the parties cannot agree as to the arbitrator within five (5) work days from the notification date that arbitration will be pursued, he/she shall be selected by the American Arbitration Association in accord with rules which shall likewise govern the arbitration proceeding.

iii. The fees and expenses of the arbitrator shall be shared equally by the parties. In the event there is no Association backing, fees, and expenses shall be shared by the aggrieved and the Board. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

1. POWERS OF THE ARBITRATOR

a. It shall be the function of the arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this agreement.

b. He/she shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

c. He/she shall have no power to establish or alter salary schedules.

d. His/her powers shall be limited to deciding whether the Board has violated the expressed terms or sections of this Agreement, it being understood that any matter not specifically set forth herein, remains with the reserved rights of the Board.

e. Both parties agree to be bound by the decision of the arbitrator and agree that either party may enter judgment thereon in any court of competent jurisdiction.

H. RIGHTS TO REPRESENTATION

a. The aggrieved may be represented at all meetings and hearings at any level of the grievance procedure by Association Representatives or another Teacher.

b. In no event may any Teacher be represented by an officer, agent, or other representative of any organization other than the Association.

c. The Association shall have the right to be present and to state its views at all stages of the grievance process.

I. MISCELLANEOUS

a. A grievance may be withdrawn at any level without prejudice or record. However, if, in the judgment of the PR&R Committee, the grievance affects a group of teachers the PR&R Committee may process the grievance to the appropriate level.

b. The grievance discussed and the decision rendered at all levels shall be in writing and shall promptly be transmitted to the aggrieved, the Association building representatives, and to the Association President.

c. No reprisals of any kind shall be taken by or against the aggrieved or any party of interest in the grievance procedure by reason of such participation.

d. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel file of the aggrieved or parties of interest.

e. Access shall be made available to all parties, for the information necessary to the determination and processing of the grievance. Information considered privileged shall not be available. The aggrieved shall determine what is privileged information.

f. No grievance shall be filed for or by any Teacher after his/her resignation.

g. The filing of a grievance shall in no way interfere with the rights of the Board to proceed in carrying out its responsibilities, subject to a final decision of the grievance.

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ARTICLE 10: PROTECTION OF TEACHERS

A. Each professional staff member shall maintain a standard of care for supervision, control, and protection of students commensurate with assigned duties and responsibilities. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.

B. Whenever it appears that a particular pupil requires special attention, steps shall be taken to provide such attention, such as counseling, social work, law enforcement personnel, physicians, or other professional persons. It shall be the teacher's responsibility to report to the building Principal/Child Study Team those students who may need special attention. The District will take reasonable steps to offer all necessary help to the teacher in fulfilling his/her responsibilities to such pupil.

C. Whenever it is determined that the presence of a particular student in the class will impede the education of the majority of the class because of disruptions caused by said student, the Board, subject to state law and Board of Education Policy, will provide reasonable support to the teacher.

D. A teacher may suspend a pupil from one (1) period, when the grossness of the offense, the persistence of misbehavior, or the disruptive effect of the violation makes the continued presence of the student in that classroom intolerable. In such cases, the teacher will promptly (by the end of the school day) furnish the administrator full particulars of the incident. The teacher will make the first contact with the parent/guardian. The teacher and the administration will cooperatively endeavor to achieve correction of student behavior through whatever avenues reasonably available, using the code of conduct as a guide.

E. The Board believes that a staff member should be able to work in an environment free of threatening speech or actions. Threatening behavior consisting of any words or deeds that intimidate a staff member or cause anxiety concerning his/her physical and/or psychological well-being is strictly forbidden. Examples of such behavior include: threats to cause bodily harm; stalking; bullying; threats to damage real or personal property at the workplace ; and unusual behavior that a reasonable person would consider threatening. Any student, parent, visitor, staff member, who is found to have threatened a teacher will be subject to discipline or reported to the authorities.

F. Each professional staff member shall immediately report to the principal any knowledge of threats of violence by students.

G. Any written, verbal or physical assault or threat of bodily harm upon a teacher shall be promptly reported to the building administrator.

H. Parental complaints directed toward a teacher, which reflects upon the teacher's professional standards of conduct, shall be called to the teacher's attention. Documentation will not be placed in Teacher's file unless disciplinary action is warranted, pursuant to Article 10.

I. If a teacher is assaulted by a student, the teacher is to immediately report the incident to the administrator. The administrator and teacher discuss appropriate remedies, which may include appropriate and reasonable leave that will not be charged to the teacher.

J. The Board will reimburse teachers for any loss, damage, or destruction of personal property as a result of assault on the teacher/teacher's property while on duty on the school premises.

K. Recordings other than that made on district equipment cannot be used against a member in a disciplinary action, unless the recording documents teacher misconduct.

ARTICLE 11: DISCIPLINE OF PROFESSIONAL STAFF

A. Maintaining appropriate procedures and standards for addressing misconduct and other inappropriate behavior by professional staff is a critical component in furthering an effective educational environment and in providing quality educational services to students.

B. **DEFINITION**

a. Discipline is defined as written warnings, written reprimands, suspension without pay, and termination of employment for misconduct, insubordination, incompetence/poor performance, or dereliction of duties. The Association and the Board recognize that abuse of leave days, chronic tardiness, absences, or other violations of Board policy or rules reflect adversely upon the profession and create undesirable conditions. Nonrenewal of a probationary teacher's contract in accordance with the Teachers' Tenure Act is not considered discipline. All discipline shall be in writing.

C. DISCIPLINE STANDARD

a. Teachers may be disciplined for a reason that is not arbitrary or capricious.

D. REPRESENTATION

a. During a meeting that could result in disciplinary action, a bargaining unit employee is entitled to have association representation upon their request. When a request for such representation is made, the employee may have their choice of representation. In the event that a requested representative is not available, a building representative will participate. The meeting shall not be delayed more than one (1) working day due to a delay in obtaining representation, unless the employee is under criminal investigation.

E. PROCEDURE

a. The District will implement discipline that is proportionate to the seriousness of the misconduct. A disciplinary decision must be supported by a preponderance of the evidence and the discipline must have a rational relationship to the established misconduct or inappropriate behavior. Repeated offenses will warrant escalated levels of discipline. Discipline levels may include an oral or written reprimand or warning, unpaid suspension, or discharge.
    i. A tenured or probationary teacher may appeal disciplinary action consisting of a written reprimand up to a 10-day unpaid suspension to Level Four of the grievance procedure.

    ii. A tenured teacher may appeal disciplinary action consisting of 11 days unpaid suspension or more to Level Five, provided the parties have participated in mediation with a mutually agreed upon mediator at least 90 days before the arbitration is scheduled. Tenured teachers must bring an appeal of disciplinary action that constitutes a demotion or discharge under the Teachers' Tenure Act through the procedure established under that statute.

    iii. A recommendation to terminate or non-renew a probationary teacher will be brought to the Board and the teacher may request an opportunity to be heard. The Board's action is not subject to the grievance procedure.

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ARTICLE 12: SCHOOL CALENDAR

A. The Board of Education and the Association will work together on matters pertaining to the school calendar (i.e., establishing a new calendar, adjusting the current calendar). The county-wide calendar will be used as a model. The negotiated work year calendar applicable to members of the Association's bargaining unit shall be set forth in Appendix B, as attached to and incorporated into this Agreement.

B. School shall not resume before January 3, following winter vacation.

C. The Association recognizes that any lost days/minutes of instruction for any reason, other than days allowed by the State Department of Education, will be made up without additional compensation.

ARTICLE 13: PAY SCHEDULE

A. Payroll checks shall be issued on a bi-weekly basis.

B. Teachers may elect to receive their pay in either twenty-one (21) or twenty- six (26) equal payments, that election shall be made no later than September 1.

    a. The initial election shall not be changed later than January 15th.

    b. Summer pay-checks shall be sent on the Wednesdays prior to pay Fridays.

ARTICLE 14: INSURANCE PROTECTION

A. The Board shall provide MESSA CHOICES or MESSA ABC Plan 1 (HSA) for a full twelve (12) month period ending with the completion of the 26th pay period for the Teacher and his/her entire family. Each Teacher shall contribute twenty percent (20%) of the cost of his/her insurance (pre-tax) per month, distributed equally. The parties understand that the ABC Plan 1 enrollment period may be after the CHOICES period.

    a. **Member Selection of MESSA Medical Plans:** The employer shall pay 80% of the total cost of either MESSA Choices or the MESSA ABC Plan 1 medical premiums, including any medical ACA taxes and fees. The employer will provide the agreed upon amount of the annual deductible funding to the employee's "Health Equity" (HEQ) Health Savings Account (HSA) for each plan year

    b. Each employee enrolled in MESSA Choices or MESSA ABC Plan 1 shall pay 20% of the medical premium for their selected plan, including any medical ACA taxes and fees the employer is responsible for with either plan.

c. The employee's premium contribution will be payroll deducted through a qualified Section 125 Plan and, as such, will not be subject to withholding. The employer's "qualified Section 125 Plan" shall include any and all of the provisions necessary for pre-tax contributions to employee's HSA accounts administered through HEQ.

d. Employees may contribute, through payroll deduction and electronic transfer additional money towards their HEQ HSA up to the maximum amounts allowed by Federal law.

e. The employer shall fund semi-annually, one-half of the employer's obligation to the agreed upon HEQ HSA on January 1 and July 1 each year. If an employee exceeds the first district provided contribution prior to March 1st, the employer will contribute the remaining half of the yearly contribution per employee request Each employee shall pay 20% of the employer's obligation to the agreed upon HEQ HSA deductible amount.

    i. For single employees choosing ABC Plan 1, the district will provide $850 of the annual deductible funding to the employee's "Health Equity" (HEQ) Health Savings Account (HSA) for each plan year.

    ii. For two-person and full-family employees choosing ABC Plan 1, the district will provide $1,700 of the annual deductible funding to the employee's "Health Equity" (HEQ) Health Savings Account (HSA) for each plan year.

f. The employer will put the remainder of the agreed upon funds into any member's account when their deductible costs exceed the dollar amount of the first semi-annual payment.

g. The parties understand that in the event the minimum deductible necessary for a medical plan to comply with HSA eligibility is increased beyond the current deductible level in MESSA ABC Plan 1, the deductible will automatically adjust to meet the federal minimum requirement.

B. Teachers not electing MESSA CHOICES or ABC Plan 1 shall choose Pak B.

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PAK A - MESSA CHOICES	PAK B
Prescription Co-pay Saver Rx	
Annual Deductible $500/$1000	
Delta Dental 100/90/90/90	Delta Dental 100/90/90/90
Annual Max $2000	Annual Max $2000
Ortho Max $1500	Ortho Max $1500
VSP 3 Plus	VSP 3 Plus
Life $45,000	Life $50,000
LTD 66 2/3%/90/CDMF	LTD 66 2/3%/90/CDMF
$5000 monthly max	$5000 monthly max

PAK A - ABC Plan 1 (HSA)	PAK B
Prescription Co-pay ABC Rx	
Annual Deductible $1300/$2600	
Delta Dental 100/90/90/90	Delta Dental 100/90/90/90
Annual Max $2000	Annual Max $2000
Ortho Max $1500	Ortho Max $1500
VSP 3 Plus	VSP 3 Plus
Life $45,000	Life $50,000
LTD 66 2/3%/90/CDMF	LTD 66 2/3%/90/CDMF
$5000 monthly max	$5000 monthly max

C. Teachers choosing Pak B shall receive a cash payment according to the following tiers:

   a. If 1-10 participants: $200 per month

   b. If 11-13 participants: $300 per month

   c. If 14-16 participants: $400 per month

   d. If 17-19 participants: $500 per month

   e. If 20+ participants: $600 per month

      i. Tiers and payments shall be determined as of February 1, applied retroactively to January 1.

D. Teachers on temporary assignment shall receive no fringe benefits until employed in the same position for sixty (60) days.

E. A Teacher shall be given all the appropriate insurance forms needed to ensure that he/she receives each insurance program to which he/she is entitled.

   a. These forms will be given to each Teacher during the first Teacher contract day.

b. The Board will provide the Association a list of Teachers outlining their board paid insurance program, upon request.

c. Failure to sign up for insurance benefits during the open enrollment period does not forfeit a member's right to all the insurance benefits to which he/she is entitled.

F. In the event that a Teacher absent because of illness or injury has exhausted leave accrual, the above mentioned fringe benefits shall continue throughout the balance of the leave as defined in Section A. In the event that an employee is on unpaid leave, the above mentioned fringe benefits shall become the obligation of the Teacher.

ARTICLE 15: TEACHING LOAD, ASSIGNMENT, AND POSITION

A. The primary duty and responsibility of the Teacher is to teach; the organization of the school day shall be directed towards ensuring that the energy of a Teacher is primarily utilized to this end.

B. Work Year and Work Day:

a. The work year for all Teachers shall consist of the hours required by the State of Michigan.

b. Teachers shall have one (1) work day prior to the start of the school year, one (1) end of semester work day, and one (1) year- ending work day.

C. Teachers within their first three years of teaching shall participate in 90 hours of professional learning above and beyond the District-provided PD (DPPD). The District will provide opportunities for PD prior to the first scheduled report day of each school year.

a. New teachers to the District will be expected to be onsite for one day (6.5 hours) to learn about the District, with a second documented meeting with their mentor, to be completed prior to the end of the first week of school, or within two weeks of their start date.

b. Teachers in years 2 and 3 of their teaching career will be provided flexible learning opportunities based on their interests and teaching assignment, decided in collaboration with their building administrator, that will equal 90 hours within their first three years (per current law).

D. Professional development hours shall be counted as instructional hours, if permitted by law.

   a. Attendance at professional development is mandatory; absence from professional development shall require use of a leave day.

   b. A less than full-time Teacher shall attend professional development and parent/guardian contact time proportional to his or her part-time status; if required by Administration to attend additional professional development or parent-teacher conference time, he/she shall be compensated at the Schedule C hourly rate.

E. The elementary (grades K-6) teaching day shall be mutually agreed upon by the Association and the Board.

   a. On occasions when an elementary Teacher is required to supervise students during lunch recess, the elementary Teacher shall receive a ten (10) minute afternoon break.

   b. Elementary Teachers shall conduct six (6) hours of parent/guardian contact time in the Fall, and six (6) hours of parent/guardian contact time in the Spring. The meeting with parents/guardians may be met through staffings, IEP meetings, or other parent meetings within a 14-day period around the set conference days each semester. These meetings replace the actual parent/teacher conference with a particular family. The goal is to meet with all parents/guardians, and that every parent/guardian has an opportunity to meet.

   c. An elementary Teacher shall be granted no more than four (4) days of release time to administer District-required assessments.

   d. Daily preparation periods in the elementary schools shall total a minimum of 250 minutes per five-day week.

      i. Elementary preparation periods shall occur daily and consist of at least fifteen (15) consecutive minutes.

      ii. A less than full-time elementary teacher shall have a preparation allotment proportional to his/her part-time status.

      iii. Elementary teachers shall not be required to attend meetings during dedicated work time on student half days/teacher full days.

F. The secondary (grades 7-12) teaching day shall be mutually agreed upon by the Association and the Board.

a. Daily preparation periods in the secondary schools shall equal one full class period.

    i. A less than full-time secondary teacher shall have a preparation period proportional to his/her part-time status.

b. Secondary Teachers shall conduct six (6) hours of parent/guardian contact time in the Fall, and six (6) hours of parent/guardian contact time in the Spring. The meeting with parent/guardians may be met through staffings, IEP meetings, or other parent meetings within a 14-day period around the set conference days each semester. These meetings replace the actual parent/teacher conference with a particular family. The goal is to encourage all caregivers to meet with teachers,and that every parent/guardian has an opportunity to meet. It is expected that all parents/guardians of students who are at risk of losing credit/not passing, shall be communicated with.

c. At the end of each semester, the secondary school calendar shall include two (2) half days for teachers to grade examinations and assessments, and to complete end of semester work. Teachers shall not be required to attend meetings during dedicated work time. Starting in the fall of 2025, testing-out exams will be available and proctored the week prior to the first teacher report day.

G. Time at workstations:

a. An elementary Teacher shall be at his/her workstations five (5) minutes prior to the first scheduled period of the day and remain at his/her workstation fifteen (15) minutes past the last scheduled period, unless otherwise arranged with Administration.

b. A secondary Teacher shall be at his/her workstation fifteen (15) minutes prior to the first scheduled period of the day and remain at his/her workstation fifteen (15) minutes past the last scheduled period, unless otherwise arranged with Administration.

c. Teachers might have legitimate reasons for arriving after or leaving before fifteen (15) minutes; if this becomes a problem, Administration will address the issue.

d. On Fridays and days preceding holidays/vacations, the teacher's day shall end at the end of the student day, once all students have been escorted to the bus at the elementary level. Secondary staff will not depart the school until the departure of the buses.

H. Teacher preparation periods shall be allocated for each Teacher to complete the activities that support the teacher's assignment and/or content area. The District and PEA will create a work group to plan and implement a procedure for IEP and staffing meetings, and this procedure will be added to the contract in an addendum to the contract for the 2025-2026 school year.

I. When a Teacher is assigned to more than one building, the District will make every effort to grant fifteen (15) minutes of travel time in addition to his/her daily preparation period. In the event the Teacher is provided less than 15 minutes of travel time, the teacher will be provided a stipend of $700 each semester, to be paid in December and June of each year.

J. A Teacher shall be entitled to a duty free, uninterrupted lunch period of thirty (30) minutes per day.

K. Student-Teacher Ratio; The student-teacher ratio is an important aspect of an effective educational program and is directly related to the volume of a teacher's work.

a. Secondary school ratio

i. The following limitations shall be in effect. With Association approval, these limits may be exceeded.

1. High School: Maximum 150 students per day

2. Middle School: Maximum 150 students per day

ii. In order to reach the desired class size objectives, a tenured Teacher may, by mutual agreement of the Teacher, Principal, Superintendent, and Association President, teach an additional section of a course that he/she is currently scheduled to teach (i.e., no additional preps)

iii. In such cases the maximum student limitation per day is raised appropriately.

iv. The additional section shall occur during the normal school day and school year.

v. Class size by subject:

1. Physical Education: 30 students per section

2. General: 30 students per section

3. Vocational Education: 28 per section

4. Lab-Science: 28 per section

5. Exceptions: Middle School and High School Music

vi. Administration and the Association shall, on the 20th school day of each semester, conduct a classroom audit of the number of students enrolled in each secondary class. A secondary Teacher shall be compensated $60 per student over the maximum class size, each semester.

b. Elementary school ratio:

i. The following limits on class size represent desired objectives. Future planning and staff recruitment shall consider this objective.

1. Elementary: 28 students per room

2. Combination classrooms: 24 students per room

3. Exceptions: Fine Arts, Technology, Physical Education

c. Administration and the Association shall, on the 20th school day of each semester, conduct a classroom audit of the number of students enrolled in each elementary class. An elementary Teacher shall be compensated $183.70 per student over the maximum class size, each semester.

d. Elementary student assignments shall be made to achieve numerical equality considering student numbers and special needs.

i. In the event of a tie, the classroom with the lowest actual number of students shall be assigned the student.

ii. Students with Individualized Education Programs (“IEPs") or 504 Plans shall be distributed as evenly as possible when class size balancing.

L. Teacher Position: Committee assignments, Schedule B positions, and Schedule C positions filled by a Teacher shall be mutually agreed upon by the Teacher and the District.

M. A Teacher may agree, with Association approval, to assume non-instructional duties in place of a teaching period. A description of the duties shall be provided in writing to the Teacher and Association President before the commitment is finalized.

N. Administration shall make every effort to limit teacher course preparations for secondary (grades 6-12) to three (3) per semester.

O. A Teacher shall be informed in writing of his/her teaching assignment(s) at least fifteen (15) days prior to the start of the assignment(s)/schedule. Any Teacher whose schedule changes after the written notification shall receive one (1) additional personal day.

P. Teacher Supplies

a. The Board recognizes that appropriate texts, media center facilities, maps, globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standardized tests, technology, and similar materials are tools of the teaching profession.

i. The Board and the Association shall confer periodically to improve the selection and use of such educational tools, and the Board shall promptly implement all joint decisions.

b. Computers and copying facilities to aid a Teacher in the preparation of instructional materials shall be made available in each building. A Teacher's accessibility to these instructional aides shall be given primary consideration.

c. Each Teacher shall be provided:

i. A separate desk with a lockable drawer space;

ii. Suitable closet space to store personal articles;

iii. Adequate whiteboard surface in every classroom;

iv. Copies exclusively for Teacher use of each text used in the course(s) he/she teaches;

v. Adequate storage space in each classroom for instructional materials;

vi. Adequate attendance books, paper, pencils, pens, whiteboard supplies (dry erase markers, whiteboard cleaner, and erasers) and other such materials required for daily teaching responsibilities;

vii. Telephone facilities available for a Teacher's reasonable use. Personal long distance calls shall be made at the Teacher's expense.

Q. Prior to the close of the school year, each Teacher shall submit a proposed purchase plan for the ensuing year, including even those items that in the past have been ordered at a Teacher's request.

a. Emergency appropriations to replace or repair teaching materials shall be allowed.

R. MISCELLANEOUS PROVISIONS

a. Agendas for staff meetings shall be provided to each Teacher twenty- four (24) hours prior to the scheduled meeting.

b. Media centers shall be staffed with qualified personnel and shall remain open for normal use each instructional day. However, even though media centers are open, no materials can be checked out during the past five (5) days of the school year.

c. No Teacher shall be required to perform any health service which, under the standards of acceptable and prevailing practice, requires the level of education, skill, and judgment of a licensed health care provider or practitioner of medicine.

S. **SHARED TEACHING ASSIGNMENT;** The Board and the Association support the concept of shared teaching assignments at the elementary and secondary levels, subject to economics and staffing considerations. Shared teaching assignments shall be subject to the following provisions:

a. Shared teaching shall be defined as two (2) teachers sharing one full-time assignment.

b. Teachers in a shared assignment shall remain subject to the terms of the Agreement.

c. Agreement by two Teachers to share a full-time assignment shall neither commit the Board nor the Teachers to more than one (1) school year in the arrangement.

d. Shared assignments may be as short as one semester in duration.

e. Teachers will request in writing to the Superintendent their desire to share an assignment by either April 1 of the preceding school year or forty (40) business days preceding the second semester.

f. Both Teachers in a shared assignment shall accrue seniority.

g. Full step-credit shall be accrued by both Teachers sharing an assignment.

h. Teachers in a shared assignment shall be paid a prorated amount of the annual salary to which each is entitled. Either Teacher may elect to terminate the shared time arrangement at the end of the agreed upon cycle. Fringe benefits shall be extended to teachers in a shared assignment pursuant to Article 13.

i. Shared teaching assignments shall be set forth in writing and shall become final upon mutual agreement of the Teachers, Principal, Superintendent, and Association President. Finalization must be completed by May 15 for first semester implementation of twenty (20) business days preceding second semester implementation.

j. The most senior teacher remains in position when the shared assignment ends.

T. **COUNSELOR DUTIES AND RESPONSIBILITIES;** The Association and Board acknowledge that counselors and building administrators work closely together to ensure the welfare of students, staff, building, and the District; therefore, a collaborative working relationship between administrators and counselors is crucial.

a. A counselor has the basic right of a Teacher outlined in the Agreement, and whenever possible he/she must adhere to the responsibilities stipulated therein.

b. A counselor shall occupy neither an administrative nor staff- supervisory role

c. A counselor shall perform duties assigned by Administration that are reasonable for the profession of school counselor. These duties may include but are not limited to the following:

i. Provide individual and group counseling to support as needed to ensure student success in school.

ii. Guide both students and parents/guardians—individually or in groups—in developing students' plans for the future, including academic, postsecondary, personal, and career planning.

iii. Assist Administration in development of the building's master schedule, as requested. Distribute and process student course requests and generate class schedule assignments for students.

iv. Assist in monitoring student academic performance, behavior, and attendance, and assist with appropriate interventions, including referrals to outside agencies.

v. Plan and facilitate both required state testing and any additional testing required by the District, as requested by Administration.

vi. Accurately and appropriately interpret and utilize student data, as requested by Administration.

vii. May be requested by administration to participate in appropriate meetings at the District, local, and county levels during the school day.

U. TEACHER-IN-CHARGE

a. A Teacher may volunteer to serve as the building administrator ("teacher-in-charge") when a building Principal is absent.

b. Teachers interested in becoming teachers-in-charge shall inform the building Principal in writing

c. Both the building Principal and the Teacher shall mutually agree to each teacher-in-charge assignment.

d. Before assuming administrative duties, the teacher-in-charge shall:

i. Receive the requisite amount of training including but not limited to the public address system, emergency protocol, and any other essential administrative duties or functions.

ii. Understand and agree to a list of required duties and responsibilities.

e. The teacher-in-charge shall:

i. Obtain a substitute teacher and provide lesson plans for his/her classroom;

ii. Be available to staff, students, and parents during the school day.

iii. Address student discipline using the Student Handbook — any infractions requiring suspension shall be first approved by the Superintendent's office or designee.

iv. If scheduled and notified in advance, attend a student staffing or required meeting after school.

v. Assume responsibility for monitoring lunch, hallways, starting and closing times, etc.

vi. Contact the building Principal, another building principal, or the Superintendent's office in the event of:

1. serious illness or accident

2. serious safety concern (fire, intruder, etc.)

3. any other serious administrative decision or action

f. Additional Teacher-in-Charge provisions:

i. Before each assignment, the building staff shall be notified by Administration who will be acting as teacher-in-charge.

ii. A Teacher shall only perform administrative duties when he/she is formally assigned as the teacher-in-charge.

iii. A Teacher's performance as teacher-in-charge shall not be part of the Teacher's evaluation. A Teacher shall not perform teacher-in-charge duties for more than two (2) consecutive days.

iv. A Teacher shall not be additionally compensated for the teacher-in-charge assignment.

v. A Teacher shall not be required to use a leave day for assuming teacher-in-charge duties.

vi. A teacher-in-charge shall not evaluate other Teachers or have any input regarding another Teacher's performance.

vii. Except on days when working or scheduled to work as a teacher-in-charge, a Teacher, Building Principal, or Superintendent may terminate the teacher-in-charge agreement.

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ARTICLE 16: PROFESSIONAL GROWTH

A. The continuing professional growth of faculty personnel is one of the most practical ways of improving the instructional program for students, increasing the competency of faculty personnel, and bringing new ideas into the classroom. Professional growth is highly important because education is a constantly changing science, and only through constant professional improvement can faculty personnel hope to keep up with many changes and developments. Faculty personnel should participate in a variety of educational and cultural activities designed to promote continuous personal and professional growth.

B. In recognition of the rapidly expanding knowledge in the field of education,the parties agree to utilize the District Leadership Team composed of members from each building with input provided by both the Association and District. One member will be from the building leadership team, with the option of one additional member per building. The Committee shall organize itself and support District priorities, including the continuous improvement plan.

C. PROFESSIONAL LEARNING

a. An Agenda shall be provided to Staff 24 hours prior from Building Principal

b. This is NOT considered Teacher Work Time in Individual Classrooms

c. 30 Hours will be counted toward State Requirement

d. Each PD needs to have a Name and Category of the PD for Staff to enter into the MOECS State website-it is the teacher's responsibility to complete the attendance form and later complete the evaluation form to earn SCHECHs

e. Teachers should receive the required number of lunch minutes

f. Professional learning will be no longer than a typical school day.

g. If a staff member is asked to prepare/present during the PD, the teacher should receive as much advance notice as possible, and an hourly wage will apply for anything above and beyond their paid teaching or committee assignment.

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ARTICLE 17: EVALUATION

A. Teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

   a. a year-end evaluation process that meets statutory standards;

   b. an evaluation tool that incorporates components required by law, including:

      i. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249; and

      ii. the Teacher's performance.

      iii. an individualized development plan (IDP) with performance goals developed by the evaluator in consultation with the teacher and recommended training, coaching, professional development or resources designed to improve the teacher's effectiveness for:

         1. all probationary teachers;

         2. Teachers rated developing, needs support; or

         3. at the evaluator's discretion when performance deficiencies are noted.

   c. classroom observations of at least 15 minutes each which include, at a minimum, a review of the Teacher's lesson plan, the state curriculum standard used in the lesson, and student engagement, with appropriate written feedback and a post-observation meeting between the Teacher and the school administrator conducting the observation to discuss those items;

   d. a mid-year progress report, if required by law, which aligns with the Teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training, coaching, professional development, or resources identified by the evaluator;

   e. a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;

   f. a mentor for Teachers rated developing or needing support or for Teachers as required by law;

   g. opportunity for a tenured Teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;

h. a tool approved by MDE, a modified MDE tool, or a local evaluation tool if adopted in compliance with Revised School Code Section 1249 and corresponding regulations;

i. website posting of required information for the evaluation tool;

j. training on the evaluation tool for Teachers and evaluators as required by law.

B. Tenured Teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated biennially, but if the Teacher is not rated as effective on one of the biennial year-end evaluations, the Teacher must receive year-end evaluations. If a Teacher on the biennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the Teacher to annual evaluations;

C. If a tenured Teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the Teacher shall be discharged consistent with due process. The District is not precluded from discharging a Teacher at other times as provided by the Teachers' Tenure Act.

D. If a Teacher receives an unevaluated rating, the Teacher's rating from the school year immediately before the designation must be used for consecutive purposes.

E. By September 1, 2024, the Parties will negotiate and reach consensus about (1) the evaluation tool used for the 2024-25 school year which amounts to 80% of the evaluation, and (2) how to measure student growth and assessment data or student learning objective metrics to be considered for 20% of the evaluation. If a consensus is not reached by September 1, 2024, the District will follow its established Board policies until the parties reach an agreement.

F. A probationary Teacher cannot grieve any aspect of the negotiated evaluation process, including observation, the IDP, the mid-year performance review, or assigned rating.

G. Employees may use protocols established by the District/PEA Evaluation Workgroup to review and/or discuss questions/concerns regarding their evaluations.

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ARTICLE 18: MENTORING

A. A mentoring teacher is a successfully motivated Perry Teacher. The mentoring teacher may provide professional support, instruction, and guidance to the mentee. The mentor teacher may also assist the mentee in understanding District curriculum, policies, and philosophies.

B. Each new probationary Teacher in his/her first three (3) years of teaching in the District shall be assigned a mentor teacher by the Superintendent or building Principal.Those teachers who have been previously tenured within another district prior to working in Perry shall be assigned a mentor for their first year of teaching in the District.

C. A mentor teacher may be assigned in accordance with the following considerations:

    a. The mentor teacher will have at least four (4) years of teaching experience, two (2) of which were in the District if possible.

    b. Mentoring shall be voluntary.

    c. Mentors will be assigned within the first month of the contract year.

    d. The District shall notify the Association when a mentor teacher is matched with a mentee.

    e. If possible, the mentor and mentee will share the same building in the District and the same major area(s) of instruction.

D. A mentor teacher can have up to two (2) mentee teachers, if desired. Before a second mentee is assigned to a mentor teacher, qualified volunteers in other buildings will be considered.

E. A mentor teacher shall be notified of any change in mentoring assignment prior to the probationary teacher's first workday of the new school year.

F. Teachers who successfully complete the mentoring of another teacher (based on criteria established by the District and the PEA)shall be paid according to the following:

    a. YR1-$700 (brand new)/$400 (previously taught)

    b. YR2-$400

    c. YR3-$400

G. Because the purpose of the mentor/mentee match is to acclimate the mentee and to provide necessary assistance to ensure quality instruction, the Board and the Association agree the relationship shall be confidential.

H. The District may make available reasonable release time so the mentor teacher may work with the mentee in his/her assignment during the regular workday.

I. Professional development opportunities will be provided for the mentee based upon need as determined by the mentor, mentee, and/or District. Over the three-year period, the in-service opportunities will be equal to fifteen (15) days.

ARTICLE 19: DEPARTMENT/GRADE-LEVEL CHAIRPERSON

A. A department or grade-level chairperson shall be a communication link between Teachers and Administration and perform the duties outlined below.

B. Each year the building Principal shall solicit written requests from Teachers desiring to serve as department or grade-level chairpersons. These requests shall be submitted to the Principal in writing.

C. If no Teacher volunteers for the position, the building Principal shall appoint a Teacher for the position for one year. If no Teacher volunteers for the position the following year, the position shall be rotated.

D. A department or grade-level chairperson shall not be considered a supervisory employee.

E. A department or grade-level chairperson shall receive payment according to Article 8, Schedule C.

F. Department meeting minutes must be submitted to the principal's office by May 30 of each year in order to receive compensation.

G. The duties for a department and grade-level chairperson include but are not limited to the following:

   a. Establish an annual schedule for department meetings

   b. Call and hold monthly meetings of the department or grade-level

   c. Establish agendas for department or grade-level meetings

d. Distribute all applicable educational materials to the department or grade-level

e. Coordinate the department or grade-level budget with the building Principal

f. Collect and submit requests from department or grade-level teachers

g. Meet with the building's other department or grade-level chairs monthly in Administration-led meetings.

h. Inventory and manage common department or grade-level materials

i. Other department or grade-level duties as assigned by the building Principal totaling no more than thirty-five (35) hours per year.

ARTICLE 20: SENIORITY

A. It is specifically recognized that it is within the sole discretion of the Board to reduce its educational program, curriculum, and/or staff.

B. Seniority within the bargaining unit is defined as the length of continuous service with the Board. Continuous service shall be measured from the teacher's most recent date of hire. The District shall maintain and publish an up-to-date seniority list. The Association will be notified each time there is a change from the most recently published list.

   a. In circumstances in which more than one (1) individual begins employment on the same date, all individuals so affected will participate in a drawing to determine placement on the seniority list. The Association and teachers so affected will be notified in writing of the date, place, and time of the drawing. The drawing shall be conducted openly and at time and place which will allow affected teachers and Association Representatives to be in attendance.

C. Seniority rights of teachers shall cease for any of the following reasons:

   a. Voluntary Resignation

   b. Retirement

   c. Termination

   d. Failure to accept recall from layoff

D. Seniority shall accrue for teachers on various forms of approved leave of absence, or shared teaching assignment, as granted by this Agreement.

ARTICLE 21: MISCELLANEOUS PROVISIONS

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

B. Any individual contract between the Board and an individual Teacher heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be expressly made, subject to, and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. This Agreement shall supersede any rule, regulation, or practice of the Board that is contrary to or inconsistent with its terms. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board.

D. If any provision of the Agreement or any application of the Agreement to any employee or group of employees shall be found to be contrary to law, then such provisions 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.

E. Copies of this Agreement, titled "Master Agreement between the Perry Board of Education and the Perry Education Association, MEA-NEA," shall within thirty (30) days after the Agreement is signed be presented to all Teachers currently employed or thereafter employed.

F. An emergency manager appointed under the Local Financial Stability and Choice Act, shall have the authority to reject, modify, or terminate the Agreement as provided in that Act.

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AGREEMENT

This agreement shall be effective as of August 19, 2024, and shall continue in effect until June 30, 2027. This agreement shall not be extended orally and it is expressly understood it shall expire on the date indicated.

BOARD OF EDUCATION

_____

Charles Scovill, Board President

_____

Lori A Haven, Ed.D., Board-Appointed Lead Negotiator

_____

Nicole Reeb, Perry Education Association

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CALENDAR

2024-2025 PERRY PUBLIC SCHOOLS CALENDAR

Dr. Lori Haven, Superintendent – 517.625.3108

Perry Middle & High School – 517.625.3104
Grades 7-12
Full Day – **8:05 AM – 2:50 PM**
Half Day – **8:05 AM – 11:25 AM**
Dave Myron, Principal
Paul Smith, Co-Principal
Stephanie Smiley, Counselor – 517.625.0002

Perry Upper Elementary School – 517.625.6196
Grades 3-6
Full Day – **8:05 AM – 2:50 PM**
Half Day – **8:05 AM – 11:25 AM**
Matt Schmidtfranz, Principal
Jeff Dietz, Counselor – 517.625.0113

Perry Elementary & Early Learning Center – 517.625.3101 (Elementary) 517.625.0080 (Early Learning)
PK-2
K-4 - Full Day – **7:50 AM – 2:35 PM**
K-4 - Half Day – **7:50 AM – 11:10 AM**
Jackie Staib, Principal

GSRP – **Full Day – 7:50 AM – 2:35 PM**
GSRP – **Half Day – 7:50 AM – 11:10 AM**
Childcare – 6:00 AM – 6:00 PM
Michelle Klein, Early Learning Center Coordinator

August 19	Professional Development for teaching staff – 6 hours
August 20	Professional Development for teaching staff – 6 hours
August 21	Teacher Work Day
August 22	**First Day for Students Grades K-12**
August 30	No School-Students and Staff
September 2	NO SCHOOL – Labor Day
September 19	Half day for grades K-12 – Professional Development in PM – 3 hours
TBD	Grades 5-12 **Evening** Conferences (4-7 PM)
TBD	Grades 5-12 **Evening** Conferences (4-7 PM)
TBD	Grades K-4 **Evening** Conferences (4-7 PM)
TBD	Grades K-4 **Evening** Conferences (4-7 PM)
October 7	No School-Students and Staff
October 17	No School for Students-Professional Development-6.5 hours
October 18	End of 1st Quarter Grades 6-12
November 1	No School for Students-Professional Development-6.5 hours
November 15	No School-Students and Staff
November 27-29	NO SCHOOL – Thanksgiving Recess
December 18	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 19	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 20	Half Day for grades K-12 – High School Exams – End of 2nd Quarter/1st Semester Grades 5-12
Dec. 23-Jan. 3	NO SCHOOL – Winter Break
January 6	**School Resumes – Begin 2nd Semester**
January 17	No School for Students-Professional Development-6.5 hours
January 20	NO SCHOOL-MLK Day
February 6	Half day for K-12 – Professional Development in PM – 3 hours
TBD	Grades K-4 **Evening** Conferences (4-7 PM)
February 14	Half day-Students and Staff
February 17	NO SCHOOL – President's Day
TBD	Grades 5-12 **Evening** Conferences (4-7 PM)
March 13	No School for Students-Professional Development-6.5 hours
March 14	End of 3rd Quarter Grades 6-12
March 28	Half day-Students and Staff
March 31-April 4	NO SCHOOL – Spring Break
April 7	**School Resumes**
April 18	Half day-Students and Staff
April 24	Half day for grades K-12 – Professional Development in PM – 3 hours
May 8	Half day for grades K-12 – Professional Development in PM – 3 hours
May 23-26	NO SCHOOL – Memorial Day
June 2	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 3	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 4	**Half day for Grades K-11 (MS/HS exams) – Last Day for Grades K-11 - End of second semester**

IF NEEDED – MAKE UP DAYS WILL BE AT THE END OF THE YEAR IF ON A HYBRID SCHEDULE, SCHEDULED PROFESSIONAL DEVELOPMENT WILL BE OFFERED ON DAY STUDENTS ARE NOT IN ATTENDANCE ON SITE

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2025-2026 PERRY PUBLIC SCHOOLS CALENDAR

Dr. Lori Haven, Superintendent – 517.625.3108

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Half Day – **8:05 AM – 11:25 AM**
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August 21	**First Day for Students Grades K-12**
August 29	No School-Students and Staff
September 1	NO SCHOOL – Labor Day
September 18	Half day for grades K-12 – Professional Development in PM – 3 hours
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October 9	No School for Students-Professional Development-6.5 hours
October 17	End of 1st Quarter Grades 6-12
October 20	No School-Students and Staff
November 3	No School for Students-Professional Development-6.5 hours
November 14	Half day for Students and Staff
November 26-28	NO SCHOOL – Thanksgiving Recess
December 17	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 18	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 19	Half Day for grades K-12 – High School Exams – End of 2nd Quarter/1st Semester Grades 5-12
Dec. 22-Jan. 2	NO SCHOOL – Winter Break
January 5	**School Resumes – Begin 2nd Semester**
January 16	No School for Students-Professional Development-6.5 hours
January 19	NO SCHOOL-MLK Day
February 5	Half day for K-12 – Professional Development in PM – 3 hours
TBD	Grades K-4 **Evening** Conferences (4-7 PM)
February 13	Half day-Students and Staff
February 16	NO SCHOOL – President's Day
TBD	Grades 5-12 **Evening** Conferences (4-7 PM)
March 12	No School for Students-Professional Development-6.5 hours
March 13	End of 3rd Quarter Grades 6-12
March 23	No School for Students and Staff
March 30-April 3	NO SCHOOL – Spring Break
April 6	**School Resumes**
April 23	Half day for grades K-12 – Professional Development in PM – 3 hours
May 7	Half day for grades K-12 – Professional Development in PM – 3 hours
May 22-May 25	NO SCHOOL – Memorial Day
June 1	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 2	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 3	**Half day for Grades K-11 (MS/HS exams) – Last Day for Grades K-11 - End of second semester**

IF NEEDED – MAKE UP DAYS WILL BE AT THE END OF THE YEAR IF ON A HYBRID SCHEDULE, SCHEDULED PROFESSIONAL DEVELOPMENT WILL BE OFFERED ON DAY STUDENTS ARE NOT IN ATTENDANCE ON SITE

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November 16	No School for Students and Staff
November 25-27	NO SCHOOL – Thanksgiving Recess
December 16	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 17	Half Day for grades K-12 – High School Exams – Teacher Work Day
December 18	Half Day for grades K-12 – High School Exams – End of 2nd Quarter/1st Semester Grades 5-12
Dec. 21-Jan. 1	NO SCHOOL – Winter Break
January 4	**School Resumes – Begin 2nd Semester**
January 15	No School for Students-Professional Development-6.5 hours
January 18	NO SCHOOL-MLK Day
February 4	Half day for K-12 – Professional Development in PM – 3 hours
TBD	Grades K-4 **Evening** Conferences (4-7 PM)
February 12	Half day-Students and Staff
February 15	NO SCHOOL – President's Day
TBD	Grades 5-12 **Evening** Conferences (4-7 PM)
March 11	No School for Students-Professional Development-6.5 hours
March 26	Half Day for Students and Staff, End of 3rd Quarter Grades 6-12
March 29-April 2	NO SCHOOL – Spring Break
April 5	**School Resumes**
April 22	Half day for grades K-12 – Professional Development in PM – 3 hours
May 6	Half day for grades K-12 – Professional Development in PM – 3 hours
May 28-31	NO SCHOOL – Memorial Day
June 1	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 2	Half Day for Grades K-11 (MS/HS exams) – Teacher work day in PM
June 3	**Half day for Grades K-11 (MS/HS exams) – Last Day for Grades K-11 - End of second semester**

IF NEEDED – MAKE UP DAYS WILL BE AT THE END OF THE YEAR IF ON A HYBRID SCHEDULE, SCHEDULED PROFESSIONAL DEVELOPMENT WILL BE OFFERED ON DAY STUDENTS ARE NOT IN ATTENDANCE ON SITE