MASTER AGREEMENT

Between

The Board of Education

Of the

Millington Community Schools

and the

MEA/NEA

July 1, 2026- June 30, 2029

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AGREEMENT

This Agreement made and entered into this 15th day of June, 2026, by and between the Board of Education of Millington Community School District, Millington, Michigan, hereinafter called the "Board" and MEA/NEA, hereinafter called the "Association."

ARTICLE I - RECOGNITION

A. The Board hereby recognizes the MEA/NEA as the exclusive bargaining representative as defined in Section II of Act 379, Public Acts of 1965, for a unit consisting of all validly certificated teachers, counselors, (including Academic & Career advisors), interventionists (Behavior, Math, Reading, etc.), instructional coaches, and social workers who are employees of the District but excluding Superintendent, Assistant Superintendent, Administrative Assistants, principals, assistant principals, administrative personnel, office clericals, cafeteria employees, custodial employees, substitute teachers, and all other employees. The term 'teacher' when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE II - BOARD RIGHTS

Nothing contained herein shall be construed to deny or restrict to the Board rights and/or obligations which the Board may have under applicable laws of the State of Michigan and of the United States. Except as expressly provided otherwise by the terms of this Agreement the determination and administration of educational policy, the operation of the schools, and the direction of the professional staff are vested exclusively in the Board or in the Superintendent when so delegated by the Board.

There is reserved exclusively to the Board all responsibilities, powers, rights, and authority vested in it by the laws and constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting where expressly and in specific terms limited by the provisions of this Agreement. It is agreed that the Board retains the right, among others, to establish and enforce rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with the provisions of the Agreement or violative of law.

ARTICLE III - TEACHER AND MEMBER RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, all certificated and contracted teachers, counselors, and social workers as provided for in Article I-A shall have the right freely to organize, join, or assist the Association, and to engage in lawful concerted activities for the purpose of collective bargaining or negotiation or to refrain from such activities.

B. The Association and its representatives shall have the right to use school buildings and facilities providing that it does not interfere with the orderly and normal operations of the school. Board policies, as applied to all groups, shall apply to the Association.

C. The use of bulletin boards as designated by the building administrator, and mailboxes shall be granted to the Association. Materials shall be distributed by the designated Association officials: President, Vice President, Secretary, Treasurer, or Building Representatives. Upon request to the Building Principal, the Association may use school equipment insofar as it does not interfere with any educational program. The Association agrees to pay the reasonable costs of materials, supplies, facilities and damage to equipment entrusted to its care.

D. The Board will make available public information through the Freedom of Information Act. The Board will make available information for the designated purpose of negotiations and grievance processing. All grievance material shall be kept in a separate file until the grievance is resolved.

E. Association officers or alternates designated by the Executive Board shall have ten (10) days for Association Business without loss of salary or leave days. The Association agrees to pay the costs of the substitutes for said days. No more than four (4) Association Representatives shall be absent on any given day.

F. Nothing contained herein shall be construed to deny or restrict any teacher, the Association, or the Board rights either party may have under the laws of Michigan or the Constitution of the State of Michigan and the United States or Public Act 379.

ARTICLE IV - PROFESSIONAL COMPENSATION

A. The salaries of K-12 teachers are set forth in Appendix A. Such salary schedules shall remain in effect during the length of this Agreement, provided, however, that upon written notice to the other party between the 15th and 30th days of the month of January in the year of expiration of this Agreement either party may request, during this period, the re-opening of negotiations.

B. The rates of compensation for Athletic/Recreation and Academic/Enrichment positions are set forth in Appendix B.

C. Except as otherwise contracted, K-12 teachers are required to report for duty according to the agreed calendars which are attached in Appendix C.

D. Insurance(s) provided by the Board for K-12 teachers are set forth in Appendix D.

E. Presentation of current mandated certificate and/or transcripts of state mandated graduate level courses from an accredited university or college will move the teacher's salary to the appropriate lane. Presentation of transcripts showing successful completion of 15 semester hours in graduate level courses from an accredited university or college will move the teacher's salary to MA+15. All present employees who qualified under previous contracts for lane changes to date, shall be continued in the lane for which they previously qualified. All present employees who possess a permanent or life certificate who earn sufficient graduate credits to qualify for a lane change, but who do not qualify for a continuing certificate, shall receive the appropriate lane change. Lane changes will be granted prior to the start of the first semester and prior to the start of the second semester each school year. Association members are required to submit a letter of intent to district office by July 1 to help budget forecasting.

ARTICLE V - PAYROLL DEDUCTIONS

A. Within thirty (30) days of the beginning of the employment hereunder, the bargaining unit employee may sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments to the Association (including the National Education Association and the Michigan Education Association). Such authorization shall be voluntary since it is understood that the payment of dues is not a condition of employment. Written notice of revocation shall be effective to cancel all deductions which are scheduled more than thirty (30) days after the date the written notice is received by the Board.

Pursuant to such authorization, deduction of membership dues shall be made from 18 consecutive pays beginning in September of each year, and the Board agrees to remit to the Association all monies so deducted, within two (2) weeks of each payroll deduction, accompanied by a list of bargaining unit employees from whom the deductions have been made. The amount of the deduction shall be determined by the Association each year.

B. In the event of any action brought in a court or any administrative agency because of the Board's compliance with this Article of this Agreement, the Association agrees to defend such action, at the Association's expense and through its counsel provided:

1. The Board notifies the Association.
2. The Board will cooperate in response to reasonable request from the Association and its counsel in directing the Union toward relevant evidence and witnesses and making such information available at both trial and appellate levels.

   The Association agrees that in any action it will indemnify and hold harmless the Board from any liability for damages or costs imposed by a judgment of a court or administrative agency as a consequence of the Board's compliance with this Article.

C. The Board shall deduct from the pay of an Association member from whom it receives authorization to do so for deductions in annuities, credit unions, or other plans or programs. All deductions will be mutually agreed to by the Board and Association. Any changes in deductions shall be given to the Board fifteen (15) working days prior to said change.

D. The Board agrees to notify employees who have received an over-payment of wages. Following such notifications the Board will attempt to arrive at a mutually acceptable re-payment schedule with the employee. If these efforts are unsuccessful, the Board shall have the right to recover any over-payments by withholding up to the full amount, not to exceed 15% of gross wages, from the employee on the next regular payroll check.

   1. Payroll dues deductions authorization forms represent an ongoing commitment and shall remain in full force and effect from month-to-month and year-to-year until the member provides written notice of cancellation in writing to both the Michigan Education Association and the Millington Community Schools a minimum of fourteen (14) days prior to the pay date.

   2. Members can elect to contribute to MEA PAC (Political Action Committee) through the payroll dues deduction authorization form

E. The President of the Association will be notified at the time that new Employees are hired and assigned responsibilities by the Employer. The notification must include contact information of the new employee.

ARTICLE VI - TEACHING LOADS, ASSIGNMENTS AND HOURS

A. Teachers who will be affected by change in assignment will be notified by their principals by June 30th of the current school year. The building administrator will discuss with any teacher as to their abilities relating to potential effectiveness should there be a pedagogical matter that needs clarification.

B. 1. The normal weekly teaching load in Sixth through Twelfth Grades will be twenty-five (25) teaching hours and five (5) related work hours or the equivalent. Departure from this normal structure may be made by arrangement between teacher(s) affected and administrative personnel subject to the written approval of the Association President, the Principal, and Superintendent. Such departure shall be in writing.

2. The hours for Sixth through Twelfth Grades will be as scheduled:

a. Ten (10) minutes of before school supervision.
b. No more than five (5) regularly scheduled classes of instruction per teacher per day. A sixth class may be arranged according to Article VI, Paragraph 2, Section E.
c. One (1) related work hour equivalent to the length of one (1) class. Team work time may be taken at the expense of the teacher's individual prep time no more than two times per month, unless the teacher agrees to more teamwork per month.
d. Fifteen (15) minutes of after school supervision.
e. Departure from this normal structure may be made by arrangement between teacher(s) affected and administrative personnel subject to the written approval of the Association President, the Principal, and Superintendent. Such departure shall be in writing.
f. Sixth through Twelfth grade teachers will have a thirty (30) minute duty-free lunch period.

3. A sixth through twelfth grade teacher who covers a class during his/her related work hour, as defined above, shall be compensated at a rate $50.00 per hour, provided that said duty shall be voluntary except in the case of an emergency.

a. Teachers who combine classes due to sub shortages will be compensated at the following rates, provided that said duty shall be voluntary except in case of an emergency.

i. 1 hour- $25.00, ½ Day- $50.00, Full Day $75.00

b. Any bargaining unit member under 1.0 FTE may cover a class during hours within the contracted school day that fall outside of their assigned FTE responsibilities, provided they hold a valid teaching certificate. Such coverage shall be compensated at the applicable coverage rate and may not exceed the equivalent hours that would bring the member to a 1.0 FTE workload on any given school day.

4. Both parties recognize that changes from the normal teaching load/hours may occur with new Michigan Department of Education Mandates to aid in student achievement. It is hereby agreed upon by both parties that in the best interest of educational programming for students, a committee consisting of three teachers from the affected grade levels, the building administrator, the curriculum director and the superintendent will meet to determine whether or not to continue or begin programs that would change teaching loads/hours. The committee's recommendation (to be finalized by March 31) will be presented to the Board of Education as an Action Item at the Regular Board Meeting prior to May 1.

C. 1. The hours for the Kirk Elementary School (Grades K-5) will be as scheduled:
   a. Fifteen (15) minutes of before school supervision.
   b. Elementary teachers will have the minimum number of minutes required by State law for each year.
   c. Ten (10) minutes of after school supervision.
   d. Elementary teachers will have a thirty (30) minutes duty-free lunch period.

2. The regular teacher may leave his/her room while the teacher of special classes (i.e., music, art, physical education, library) is in charge of his/her class.

3. Each elementary teacher will be provided at least three hundred (300) minutes of work-related planning time per week which includes escorting students to special classes. Time as provided for in Paragraph 2 above, unassigned recess or unassigned time at beyond the thirty (30) minute duty-free lunch shall be considered as planning time. Departure from this normal structure may be made by arrangement between teacher(s) affected and administrative personnel subject to the written approval of the Association President, the Principal, and Superintendent. Such departure shall be in writing. Team work time may be taken at the expense of teacher's individual prep time no more than two times per month, unless the teacher agrees to more team work per month.

4. Both parties recognize that changes from the normal teaching load/hours may occur with new Michigan Department of Education mandates to aid

in student achievement. It is hereby agreed upon by both parties that in the best interest of educational programming for students, a committee consisting of three teachers from the affected grade levels, the building administrator, the curriculum director and the superintendent will meet to determine whether or not to continue or begin programs that would change teaching loads/hours. The committee's recommendation (to be finalized by March 31) will be presented to the Board of Education as an Action Item at the Regular Board Meeting prior to May 1.

5. An elementary teacher who covers a class during his/her related work time, as defined above, shall be compensated at a rate of $50.00 per hour provided that said duty shall be voluntary except in the case of an emergency.

   a. Teachers who combine classes due to sub shortages will be compensated at the following rates, provided that said duty shall be voluntary except in case of an emergency.

      i. 1 hour- $25.00, ½ Day- $50.00, Full Day $75.00

   b. Any bargaining unit member under 1.0 FTE may cover a class during hours within the contracted school day that fall outside of their assigned FTE responsibilities, provided they hold a valid teaching certificate. Such coverage shall be compensated at the applicable coverage rate and may not exceed the equivalent hours that would bring the member to a 1.0 FTE workload on any given school day.

   c. Specials teachers (art, technology, gym, etc.) that are required to sub for another teacher for the entire school day and forgo their planned lessons for that day shall be compensated a stipend of $50.00.

D. Teachers who are requested by the Administration to perform chaperoning duties and accept will be paid thirty dollars ($30.00) per hour worked. Assignments will be made by building supervisors. This article is not meant to exclude community volunteers as ticket takers, chaperons, and personnel for crowd control at a rate established by the Board.

E. Teachers who teach on a permanent basis, excluding Schedule B, which exceeds their normal contractual day, will be compensated for actual time worked at a prorated per diem rate.

F. 1. Teachers are required to attend regularly scheduled faculty meetings each month. These meetings may consist of two (2) meetings not to exceed 45 minutes beyond the teacher dismissal time or one meeting not to exceed 90 minutes beyond the teacher dismissal time. Building administrators will provide agendas for regularly scheduled staff meetings to the staff at least

24 hours prior to the meeting (agendas are subject to change when necessary).

2. There are curriculum meetings, school-community meetings, and the like which are important to the total growth of the District. The teachers will not be asked to attend more than an average of two (2) meetings a month of this kind unless there are unusual circumstances. Any teacher exceeding twenty (20) meetings, other than staff meetings called by the principals, for the entire year will be paid $30.00 per meeting in excess of twenty (20). No meeting will be credited unless scheduled and/or authorized by the Administration.

3. Meetings which teachers, counselors, and social workers are required to attend for special education IEPC's and IEP's will be counted as part of the meetings of Article VI, paragraph F, line 2 of the Master Contract.

   This specifically means that a teacher can accumulate IEPC's and IEP's along with other approved meetings in Article VI, Paragraph F, line 2 which, when the total exceeds twenty (20), the teacher will be paid $30.00 per meeting. When the majority of the meeting extends beyond the school day, it will be counted.

4. The administration shall make available to teachers an attendance form for the purposes of keeping a record of attended meetings pursuant to Article VI, Paragraph F, line 2. It shall be the teacher's responsibility to present said form to his/her respective Administrator for signing at each of the attended meetings.

G. All meetings, conferences, etc., shall not excessively interfere with the teaching assignments of the teachers.

H. The Board agrees to make available to the teachers in each school basic materials necessary for instructional use. The administration will attempt to provide backup equipment for computer classes. The Superintendent reserves the right to determine what is basic materials and equipment.

I. All teachers shall be given written notice of their tentative schedules for the forthcoming year no later than June 30 of the current school year. A tentative class list will be made available at least one week prior to the first day of class. All shared staff shall be given a master schedule for their individual assignments that includes the layout of their day in each building.

J. The schedule for those staff shared and assigned to multiple buildings shall be worked out in cooperation with the teacher(s) affected and administrative personnel subject to the written approval of the Association President, the

Principal, and Superintendent. Travel time between buildings shall not infringe upon the teacher's contractual lunch and prep time allocation. In the event that either prep time or contractual lunch is affected, the before/after school supervisory times shall be adjusted

ARTICLE VII - CLASS SIZE AND TEACHING CONDITIONS

A. The parties recognize that optimum school facilities for both teacher and student are desirable to ensure the high quality of education that is the goal of both the Association and the Board. It is also recognized that the primary duty and responsibility of the teacher is to teach.

B. The number of pupils assigned per teacher shall not exceed the following listed maximums. Assignments above the maximum listed for each area will be made on a temporary basis only. In the event it becomes necessary to exceed those maximums for longer than one (1) week, teachers will be compensated at the rate of $3.00 per student per hour per day. Experimental and innovative programs will not be prohibited by the following maximum. The Association will be notified when such programs are put into effect.

ELEMENTARY	
Developmental Kindergarten	16
K	25
1 - 2	26
3	27
4 – 5	30
Special Education	State Standards
JUNIOR AND SENIOR HIGH	
English	32
Social Studies	32
Math	32
Science	32
Foreign Language	32
Speech	32
Band	No limit
Vocal Music	No limit
Phys. Ed.	55
JH Fitness/ SST	35
Business*	32
Drafting*	32
Industrial Arts*	30
Homemaking*	30
Art*	30
Computer*	30
Photography*	30

Special Education State Standards
* or number of stations whichever is least

1. Teachers who teach 55 minutes or more will be prorated and paid 100% of an hour, and teachers who teach 45 to 54 minutes will be prorated and paid 85% of an hour. Teachers will not be paid for overloads on snow days unless such days are rescheduled at a later date.

2. If a Developmental Kindergarten class exceeds eighteen (18) students, an aide shall be assigned to assist with the class.

C. When assigning special needs students to regular classrooms, there shall be a review of the assignment of the number of students and an analysis of their special needs and the impact of said assignment on the regular classroom.

D. It is recognized that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The administration will confer with teachers regularly for the purpose of improving the selection, use and care of such educational tools.

E. The parties agree that where Special Education students are mainstreamed into the regular classroom, the number of mainstreamed students shall not exceed five (5) in any regular core curriculum classroom. Exceptions to this restriction may be made on an individual basis by mutual agreement between the affected teacher and the Administration. During co-teaching arrangements, where another certified teacher is present, the general education teacher is eligible for overload pay for that class period for any special education students beyond 10.

F. Any case of assault upon a staff member or damage to property that occurs throughout the performance of one's job duties shall be promptly reported to the staff member's immediate supervisor. Injuries sustained while performing job duties are covered by workmen's compensation and any leave time will not be charged against the employee. In the event that the staff member is not emotionally ready or physically capable to return to work, they should inform their immediate supervisor so reasonable arrangements can be made for coverage.

Requests can be made to the Superintendent for reimbursement due to damage of clothing, other personal wear items, or other personal property that may be damaged while on duty due to a physical confrontation involving student(s).

ARTICLE VIII - VACANCIES, TRANSFERS, AND QUALIFICATIONS

A. VACANCIES & TRANSFERS

1. A vacancy shall be defined for purposes of the Agreement as a position:

   a. The Board has determined exists, and that is known to require the services of a teacher for more than 60 work days, and

   b. Exists after all properly certified and qualified teachers have been given full opportunity for recall to such a position in accordance with Article IX and after all teachers known to be returning from leaves of absence have been reinstated in accordance with Article XIII, Section H, and

   c. The position either was previously held by a bargaining unit member whose employment with the Board has been severed, or is newly created in the bargaining unit.

2. This definition of a vacancy shall not apply to a bargaining unit position held by a teacher who is on leave for less than or equal to one (1) school year.

3. Regardless of any provision of this Agreement, the Board shall not be required to post notice of any vacancies or transfer any teacher to any position until all properly certified and qualified teachers who are on layoff have been given their full opportunity for recall.

4. When any permanent teaching position becomes vacant, as defined above, the Board shall publicize the same by giving written and/or electronic notice of such vacancy to the President of the Association and shall provide for appropriate posting through email, the school website, and on bulletin boards in teachers' conference rooms for a minimum of five (5) business days.

5. Requests by a teacher to fill such a vacancy shall be made in writing to the Superintendent or his/her designee stating the reasons for wanting said vacancy, all of the applicant's qualifications or other relevant factors. Such requests shall be reviewed by the administration. A teacher may request a position update after thirty (30) calendar days.

6. When vacancies occur during the summer months when school is not in session the following procedure shall be followed:

a. Teachers with specific interests in possible vacancies shall notify the Superintendent in writing during the last week of school.

b. If said vacancy occurs the Superintendent's office will notify said teacher at his/her last known address as recorded in the Superintendent's office.

c. Said teacher shall assume the responsibility of notifying the Superintendent of his/her interest in writing within five (5) days of notification.

7. Any vacancy that occurs after the beginning of the school year shall be posted as a Temporary Vacancy and remain posted until filled. If the position is to continue beyond the initial school year, it shall be posted and filled in accordance with the provisions for filling vacancies outlined below at the discretion of the superintendent.

8. A teacher employed to fill a vacancy due to a teacher being granted a Board approved leave of absence shall be a temporary employee who shall not be considered a member of the bargaining unit, shall not accrue seniority while employed in that capacity, and shall not acquire any contractual right to continued employment pursuant to this Agreement. The employment of the temporary teacher may be terminated upon return of the teacher on leave. However, if the temporary employee is offered employment by the Board in the same or another teaching position, seniority shall accrue for the time of employment in the temporary position if there is no break in employment.

9. Vacancies for specialized positions that require specific experience and/or knowledge such as Instructional Coaches, Behavioral Interventionists, core content specials, ect.) will be filled through the interview process except in the case of reduction of staff where the provisions of Reduction, Layoff, and Recall shall apply. Positions designated as specialized positions must be mutually agreed upon by the District and the Association.

10. Filling Vacancies:
    A. Bargaining unit employees with the highest evaluation rating shall be placed into the vacancy. Evaluation ratings, highest to lowest according to evaluation category, include Effective, Developing, Needing Support. For the 2024-2025 school year, highly effective and effective shall be considered equal, developing shall be considered equal to minimally effective, and needing support shall be considered equal to ineffective.

1. Where evaluation ratings are the same, the bargaining unit employee with the most years of experience in the grade level (elementary) or subject (secondary) shall be placed into the vacancy; with the exception of Advanced Placement of specialized courses where experience in those specific courses shall be recognized. For bargaining unit employees in positions that do not require certification, years of experience shall be defined as years of experiences in that position (i.e. counselor, SLP, Social Workers, etc.)
2. Where evaluation ratings and years of experience are the same, the bargaining unit employee with the highest seniority shall be placed into the vacancy. Where seniority is the same the tie breaker number shall be used.
3. A response indicating whether the request for transfer has been approved or denied will be returned to the bargaining unit employee within ten (10) working days. If a request for transfer has been denied, the response will indicate the reason(s) for denial.

11. When the need for a teacher to teach without their preparatory period becomes necessary due to scheduling needs or class sizes, the following procedure shall be followed to fill the position, provided the timeline, scheduling constraints, and current master schedule allow:
    1. The current staff member with the other sections of the course shall be given the opportunity first.
        a. In the event the employee is new to the district or currently under an Individualized Development Plan then the opportunity will be awarded to another individual using the format below.
    2. If turned down by the individual listed above, the opportunity may be awarded to the qualified individuals within the department or grade level in seniority order.
    3. If turned down by the individuals listed above it may be awarded to qualified individuals, starting with the highest seniority
    4. Departure in schedule in accordance with Article VI, section B,2,e will be followed

B. TRANSFERS

1. In the event that transfers of teachers become necessary, except in the case of an emergency, an application by a teacher for a voluntary transfer may be submitted to the Superintendent for consideration. The Superintendent

shall notify the Association and post in each building that the transfer of teachers has become necessary.

a. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s). A probationary teacher rated as effective or highly effective on the teacher's most recent annual year-end performance evaluation is not subject to displacement by a tenured teacher solely because the other teacher is tenured under the Teachers' Tenure Act.

2. Any teacher who shall be transferred to a supervisory or executive position and shall later return to a teacher status shall, upon return, be entitled to retain such rights as he/she may have had under this Agreement prior to such transfer to supervisory status. The Administration is to be the sole judge of need or re-transfer of employees under this paragraph and is to hold sole authority to make such re-transfers.

3. Vacancies caused by a voluntary transfer shall be posted unless that vacated position is being eliminated.

4. An involuntary transfer shall be defined as a change in building assignment, or a change in grade or department assignment, or a change in position. Involuntary transfers must be approved by the Superintendent or his designee. Thirty (30) calendar days' notice of the intention to transfer, specifying the reasons for and the specific position to be transferred to, shall be provided to the affected bargaining unit employee and the Association, absent extenuating circumstances. Cause for involuntary transfer includes the individual's performance, a necessary reduction of force, or legitimate needs of the District.

5. If the affected bargaining unit employee feels that there is a legitimate objection to the transfer, a conference will be held with the Superintendent or his designee concerning such objection.

ARTICLE IX - REDUCTION OF PERSONNEL, SENIORITY, AND RECALL

A. New employees hired into the system shall be considered probationary teachers as prescribed by the Tenure Act.

B. The term "seniority" as hereinafter used shall be length of continuous, contracted, teaching service with the Millington Community School District.

Leaves of absence granted pursuant to this contract shall not constitute an interruption in continuous service, except extended leaves of absence exceeding ninety (90) consecutive work days shall not accrue seniority or salary increment during such leave.

Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period in accordance with the Tenure Act. Ties on the seniority list for secondary teachers hired prior to June 1, 1990, shall be broken by number of graduate hours with the secondary teacher having the greater number having the greater seniority. Ties on the seniority list for elementary teachers hired prior to June 1, 1990, shall be broken by number of graduate hours with the elementary teacher having the greater number having the greater seniority. Should hours be equal in either case ties will be broken by the last digit in the teacher's social security number with the teacher having the highest last digit having the greatest seniority. Ties on the seniority list for teachers hired on June 1, 1990, or after will be determined by date and time of signing of the individual contract with the earliest teacher having the greater seniority.

C. In the event of layoff the order of reduction for bargaining unit employees shall be as follows:

1. Non-certified bargaining unit employees, in positions that require certification, and temporary employees will be laid off first, provided there are certified and qualified bargaining unit employees to replace them as allowed by law.
2. If reduction is still necessary, then probationary bargaining unit employees, tenured bargaining unit employees, and bargaining unit employees in positions that do not require certification will be laid off based on the following:
    a. Bargaining unit members with the highest evaluation rating shall be retained. Evaluation ratings, highest to lowest, include Effective, Developing, Needing Support. For the 2024-2025 school year, highly effective and effective shall be considered equal to minimally effective, and needing support shall be considered equal to ineffective.
    b. Where evaluation ratings are the same, the bargaining unit employee with the most years of experience in the grade level (elementary) or subject (secondary) shall be placed into the vacancy; with the exception of Advanced Placement of specialized courses where experience in those specific courses shall be recognized. For bargaining unit employees in positions that do not require certification, years of experience shall be defined as years of experiences in that position (i.e. counselor, SLP, Social Workers, etc.)

c. Where evaluation ratings and years of experience are the same, the bargaining unit employee with the highest seniority shall be placed into the vacancy. Where seniority is the same the tie breaker number shall be used.

D. The Board shall give written notice of layoff by sending a registered letter, an email, or a personal phone call to the bargaining unit employee. It shall be the responsibility of the bargaining unit employee to notify the Board of any change in address.

1. Failure to maintain current contact information may negatively impact the teacher's recall.
2. Before the Board authorizes a teacher reduction, the Superintendent or designee will notify, in writing, the affected teacher of an opportunity to respond, either in person or in writing, to the proposed reduction.

E. Bargaining unit employees', on the district insurance, who are laid off shall have insurance benefits continued and paid by the Board throughout the summer recess (August 31st) for layoffs that occur at the end of the school year. For layoffs that occur during the school year, bargaining unit employees shall have insurance benefits continued and paid for by the Board until the end of the month that follows the date of layoff.

F. During said layoff such teacher shall receive no insurance benefits at Board expense, but may elect to continue insurance benefits by paying the premiums therefore at the Payroll Office.

G. During said layoff such teacher's seniority shall remain unbroken, and his/her accumulated sick bank shall not be canceled but shall remain credited to him/her. He/she shall not accrue seniority, sick-days, or salary increment while laid off.

H. The Board shall prepare a seniority list and transmit a copy of the same to the Association on or before the 15th day of October of each school year.

1. At least 30 calendar days' notice of reduction in force will be provided, absent extenuating circumstances.

ARTICLE X - TEACHERS LEAVE WITH PAY

A. The Association recognizes that regular attendance by teachers is in the best interest of the educational program.

B. At the beginning of each school year, each employee covered by this collective bargaining agreement shall be credited with twelve (12) days or eighty-four (84)

hours of leave, the unused portion of which shall accumulate. The leave days may be taken by a teacher for the following reasons:

Earned Sick Time may be used for:

- The employee's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment; or preventive medical care.
- To care for a family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment; or preventive medical care.
- For issues related to domestic violence or sexual assault, including medical care, counseling, victim services, relocation, legal services, or court appearances.
- For public health emergencies, including school or workplace closures or exposure to communicable diseases.
- To attend a child's school or care facility meeting related to the child's health, disability, or domestic violence issues.

No employee shall be required to search for or secure a substitute or replacement worker as a condition of using Earned Sick Time.

Earned Sick Time may be used in hourly increments or the smallest increment used by the District's payroll system to account for absences.

An employee who separates from employment and is rehired within two (2) months shall have any unused accrued Earned Sick Time reinstated, unless paid out at the time of separation.

All information related to an employee's or family member's medical condition, domestic violence, or sexual assault shall be treated as confidential and not disclosed except with the employee's consent or as required by law.

C. Each teacher shall be awarded twelve (12) days of paid time off (PTO) per year for personal or sick leave. The request for 2 consecutive days off should be made at least one (1) week in advance, and a response will be given within two (2) days. No more than five (5) consecutive days may be used at one time with a request made at least one (1) month in advance. In case of an emergency, the application timelines may be waived. If approved, teachers may take a maximum of either one (1) PTO day immediately preceding or a maximum of one (1) PTO day immediately following (but not both) vacation periods, or legal holidays occurring during the school term, or other school vacation. No leaves may be taken on the last instructional day for students. Exceptions due to special circumstances, such as the graduation or wedding of a child may be decided on an individual basis, with a final decision to be made by the Superintendent.

a. Any unused PTO days remaining at the end of the contracted school year shall automatically be converted and transferred into the teacher's Sick Bank. Unused PTO days are not eligible for carryover as PTO into the following school year. Days held within a teacher's Sick Bank — including all days converted from prior year unused PTO — may only be used for the purposes described above through the Earned Sick Time Act (ESTA). Sick Bank days may not be used for personal, vacation, or discretionary absences.

D. Teachers absent on sick leave may be required by the building principal or by the Superintendent to submit proof of illness signed by a physician. In the event of absence of a teacher due to illness of five (5) or more consecutive working days, the Board may at its expense, require an examination by a Board selected physician. The District shall cover any out-of-pocket costs associated with obtaining required documentation. Documentation shall not require disclosure of diagnosis or details of any domestic violence or sexual assault.

E. Upon recommendation by the Superintendent, the Board may, at the Board's expense, require a teacher to submit to a physical or mental examination by appropriate specialists to determine physical or mental fitness to teach and whether sick leave is recommended by such specialists. Upon recommendation of specialists that a teacher be placed on leave of absence because of physical or mental disability the teacher may, by Board action be placed on involuntary sick leave for a period not exceeding one (1) year and without extension of sick leave benefits as elsewhere provided in this Agreement. In keeping with the Michigan Tenure of Teachers Act, the teacher has a right to a hearing when placed on involuntary sick leave. On return from such leave the teacher may be assigned to the same or similar position, providing a vacancy exists.

F. A written statement, stating the amount of sick leave credit, he/she has, will be provided for each employee. The statement will be provided by October 15.

G. In the event days off without pay are granted, permission will only be granted when appropriate substitutes are obtained, when applicable.

H. Teachers who have biological, foster, adopted, or other dependent children on a Millington Community Schools field trip will be given school business days to attend as a chaperone for any school sponsored trips (total of two (2) per year). It is understood by all parties that their primary role for the day is to help meet the needs of all students.

I. Funeral or Bereavement - A maximum of five (5) days, which shall not be charged against an employee's sick allowance, shall be granted upon the death of a member of the immediate family and spouse's immediate family. Immediate family in this instance shall be defined as spouse, child(ren), parent(s),

mother-in-law, father-in-law, grandparent(s), niece(s), nephew(s), aunt(s), uncle(s), brother(s)-in-law, sister(s)-in-law, grandchild(ren), sister(s), or brother(s). In addition to the five (5) non-chargeable days, a maximum of two (2) days of sick leave will be allowed an employee in the event of the death of an immediate family member, per occurrence. For the death of a friend, a person may use a sick day per occurrence. For absences in excess of accumulative sick leave, no salary will be paid.

a. The building administrator shall have the authority to approve bereavement leave for the death of additional persons not listed in Article X, Paragraph B, Section three above, which may be decided on an individual basis.

ARTICLE XI - JURY DUTY

A teacher who is summoned and reports for jury duty shall be paid an amount equal to the difference between the amount of salary the teacher would otherwise have earned by teaching on that day and the daily jury duty fee paid by the court (not including travel allowances or reimbursement of expenses), for each day on which he/she performs jury duty and on which he/she otherwise would have been scheduled to teach.

In order to receive payment, a teacher must give the Board prior notice that he/she has been summoned for jury duty and must furnish satisfactory evidence that he/she performed jury duty on the days for which he/she claims such payment. If the teacher is released before the end of his/her workday, he/she will contact the principal about whether to return to work.

ARTICLE XII - TERMINATION PAY

It is the shared goal of both Association and the Board to promote longevity and reward bargaining unit members for their service to the district. Any tenured teacher leaving the school system for reasons other than discharge will be paid all accrued leave time at the rates indicated below. In order to receive termination pay, the bargaining unit member must notify the district office, in writing, 60 school days prior to leaving the district or 60 school days prior to the last day of school with students.

	Leaving/Resigning	Retirement/ Transfer*
Less than 100 days	$50	$100
100-150 days	$100	$125
Over 150 days	$125	$150

*Transfers as indicated above include bargaining unit members that leave an association position for a position outside of the bargaining unit, but still remain employed with the district.

Any teacher who has accumulated over one hundred (100) sick days can choose to cash in their abundance of days at the rate of $125 per day at the end of the current school year. This request must be done in writing to the district office 60 days prior to the last day of school with students.

ARTICLE XIII - LEAVES OF ABSENCE

A. Disability Leaves

1. A teacher whose disability due to personal illness, injury, or extenuating family circumstances extends beyond the period compensated under Article X shall be granted a leave of absence by the Board of Education upon request from the teacher without pay for such time as is necessary for complete recovery, but not to exceed twelve (12) months, unless extended by mutual written agreement between the employee and the Board. Therefore, an employee may elect to run his/her accrued paid leave of any kind concurrently with any FMLA leave.

2. Upon making said request, the teacher shall provide a statement from a physician certifying that the employee is physically or mentally unable to perform his/her duties. Further, the employee shall, upon request, be obligated to furnish proof of such continuing disability. The Board may, at its expense, require an examination by a Board selected physician. At the conclusion of said disability the employee must return to work. Leaves of absence with pay chargeable against a teacher's allowance shall be granted as stated in Article X.

3. During disability leave seniority and benefits shall continue to accrue.

4. A teacher returning from disability leave must give two (2) weeks notice of his/her intention to return to work.

B. Maternity and Child Care Leave

1. Whenever Maternity and Child Care leave is foreseeable, the staff member shall provide the Superintendent with thirty (30) days' notice. If there is insufficient time to provide such notice because of unforeseeable events, the staff member shall provide such notice as soon as possible and practical, generally not later than the next business day after the employee

realizes the need for leave. Failure to follow the leave notice requirements may result in delay of obtaining the leave. Employees will still be required to comply with the absence reporting procedures at their buildings.

2. Upon application, maternity leave without pay shall be granted to any member of the bargaining unit who has completed six months of employment, who becomes pregnant. Such leave shall begin at a time determined by the teacher, after medical verification of pregnancy, and shall continue for the duration of the pregnancy and post-partum recovery at which time the teacher shall return to her duties or commence an unpaid child care leave as provided below, or

3. Any pregnant teacher who continues to perform her duties until she becomes physically disabled by her pregnancy or child birth shall be entitled to utilize her accumulated sick leave for the period of disability caused by a pregnancy or child birth under the terms of Article X. Should accumulated sick leave be exhausted prior to recovery from such disability, the teacher will be placed on unpaid disability leave as provided in Section A. of this Article.

4. Upon application, a child care leave without pay shall be granted to any member of the bargaining unit for the primary care of a dependent child. In the case of pregnant women, the child care leave shall commence at the conclusion of the maternity leave provided in #1 above or the conclusion of the period of disability should the teacher elect to utilize paid sick leave.

   a. If the birth of the child occurs during the school year the child care leave shall be for the remainder of the semester during which the child was born or up to one additional semester, at the employees' discretion. If the birth occurs during the summer the child care leave shall be for up to one semester at the employee's discretion.

   b. Return will be made only at the beginning of a semester, unless a staff vacancy occurs earlier and he/she is qualified to fill that position.

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

C. Association Leaves - Whereas the Millington Education Association is an affiliate of the Michigan Education Association and of the National Education Association, a maximum of two (2) teachers who are officers of the Michigan Education Association or of the National Educational Association should, at any

one time, upon sixty (60) days of advance written application be given leave of absence without pay for a period not exceeding two (2) years for the purpose of performing duties for the said State and/or National Association. A teacher given leave of absence without pay for such purposes shall receive credit toward annual salary increment on the schedule appropriate to his/her rank.

D. Sabbatical Leaves - Each teacher may, upon application and approval of the Board, be granted one (1) year sabbatical leave for professional improvement, upon completion of at least seven (7) consecutive years of teaching in the Millington Community Schools. Each leave shall be without pay or increment credit. Sabbatical leaves shall not be granted to exceed two (2) semesters and shall not be granted more often than every seven (7) years. All sabbatical leaves will be with Board approval.

Teachers granted a sabbatical leave shall notify the Board in writing of their intentions of return to the District at least sixty (60) days prior to the end of the leave, (commencement of school year). Failure to comply shall constitute a voluntary termination of contract by the teacher.

E. Personal Leaves - A teacher may request a personal leave of absence not to exceed one (1) year. Personal leaves may be granted at Board option and must be requested by June 1 of the year prior to the leave, except in emergency situations. Notice of intent to return from leave must be received by June 1 of the year prior to return, except in emergency situations.

F. Employee shall not be allowed use of sick leave benefits during an unpaid leave of absence.

G. In the event that layoffs become necessary, the Board agrees to consider requests for unpaid leaves of absence. Furthermore, in the event that the Board agrees to grant such a request (the duration of such not to exceed one school year) and the leave of absence would result in a teacher not being laid off; then the teacher who is granted the unpaid leave of absence shall be allowed to accrue seniority for the duration of the leave. Seniority accrued during the leave of absence shall not count toward experience credit for placement on the salary schedule.

ARTICLE XIV: TEACHER EVALUATION

A. Beginning with the 2024-2025 school year Charlotte Danielson's Framework shall serve as the negotiated performance evaluation system and shall include a rigorous, transparent, and fair performance evaluation system that includes:
   a. the use of student growth and assessment data (like iReady, Acadience, etc.), pre and post assessments or student learning objective metrics

(SLO's) in accordance with the Michigan Department of Education for the year-end determination which shall be determined by the teacher.

b. Evaluations shall take place on a triennial basis for all tenured teachers that are not on an Individualized Development Plan, or have received a rating of needing support on their previous year end evaluation.

B. Process: The negotiated Performance Evaluation system, Charlotte Danielson's Framework, shall be available on the District website and all forms shall be included in each Building's Reference Hub. Forms shall include a Post-observation Feedback Form, Year- End Evaluation Reporting Form, Observation Form, and Individual Development Plan (IDP) Form. Each of these forms as well as the Student Growth and Assessment Data will be reviewed and amended by the District Improvement Team each school year in accordance with state law.

i. Teachers must turn in the Student Growth and Assessment Data Form to their building administrator prior to checking out at the end of the school year.

b. Classroom observations that are intended to assist in the year-end performance evaluation for teachers will be conducted as follows:

i. The teacher shall be notified no later than September 30 of each year (or within two weeks for an employee hired after the start of the school year) who the administrator will be that conducts their year-end evaluation.

ii. Bargaining unit employees shall not evaluate other bargaining unit employees.

1. Any type of written feedback will not be used in year-end evaluation.

iii. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson. The lesson plan shall be available to the administrator no more than two days before the classroom observation.

iv. The observation shall be no less than twenty (20) minutes,

v. There shall be notice of the first observation date given to the teacher at least two (2) school days prior to the observation. Upon such notice, the teacher will provide information relative to b.iii before the observation occurs.

vi. The evaluator shall meet with the employee before the first observation for a pre-observation conference, which shall include

discussion relating to explanation of the evaluation form, the employee's explanation of the activity to be observed, what specific things the evaluator will be looking for, and any concerns the employee may have.

1. Periodic walk-throughs may occur on non-evaluation years, but will only be used to provide feedback using a form approved by the District Improvement Team each year.

vii. Feedback on formal observations will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than ten (10) calendar days after the observation occurred. At the post-observation meeting, the teacher will be provided written feedback on the observation on the Post-observation feedback form.

1. If a rating of a 1 or 2 is provided in a criteria area, written feedback including evidence from the observation must be provided.

viii. There shall be at least one (1) classroom observation of a teacher in each school year that the teacher is evaluated. If more than one observation occurs they must be at least sixty (60) calendar days apart.

ix. A mid- year performance update shall be provided to any teacher for whom there is a concern that he/she may be rated less than effective.

x. After two less than effective year-end evaluations, a teacher, at his/her request will be observed by a different administrator or designee with input from both included on the final evaluation.

C. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of "effective", "developing", or "needing support".

D. All classroom observations must be completed prior to May 1st of each school year unless prior arrangements are made between the teacher, administration, and the association. The year-end evaluation determination and form shall be completed no later than the last day of school. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" per the year-end evaluation determination.

E. All teachers shall have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.

F. While a teacher has the right to arbitration after receiving two (2) consecutive ratings of "needing support," the Union will determine whether the arbitration will be pursued and paid for by the Union. A decision by the Union not to pursue arbitration, shall not restrict the right of the teacher, pursuant to statute, to pursue and pay for arbitration.

G. Rights of Tenured Teachers:
   a. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:
      i. The teacher may request a review meeting of the evaluation and the rating to the district's Superintendent. Such a request must be made in writing within 30 calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after receipt of the request of review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.
      ii. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.
         1. The request must be submitted in writing within thirty (30) calendar days after the teacher receives the written response from the superintendent.
         2. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the association confirming the mediation will be scheduled as appropriate.
      iii. A tenured teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedure as outlined in Article XX

H. Training on Evaluation System, Tools, and Reporting Forms:
   a. Each administrator who is assigned to evaluated teachers shall have demonstrated expertise in the systems and tools used by the district which shall include a "rater reliability" or other subsequent training approved by the MDE and witnessed by an Association representative.

ARTICLE XV- TEACHER DISCIPLINE

For any reason that is not arbitrary and capricious, a teacher may be disciplined, reprimanded, reduced in rank or compensation, or deprived of professional advantage. When a reprimand is to be made a matter of written record, or a penalty is to be imposed, the teacher will be entitled to have a representative of the Association present.

A. Progressive Discipline: A program of progressive discipline shall be followed. The following progression of discipline shall be followed prior to the imposition of any other discipline on any member of the bargaining unit:

   a. Coaching
   b. Verbal warning
   c. Written warning optional training as needed (at District expense)
   d. Suspension with/ without pay
   e. Dismissal/Separation

B. The parties agree that there may be cases that relate to progressive discipline that require escalation to a higher step that could include:

   a. Child endangerment
   b. Danger to school community
   c. Other unprofessional conduct as defined by law

C. In any meeting with an Administrator, the unit employee shall be entitled to have an Association Representative present. If a unit employee requests an Association representative at the meeting, and the meeting can be delayed with no effect on the educational process, then up to a 24-hour delay shall be granted. In cases where the educational process will be affected, and the teacher requests an Association member to be present, or the Administrator requests the Association to be present, the building representative, or his designee, will meet with the Administrator as soon as possible.

D. All reprimands, warnings, and/or disciplining of a unit employee shall be done in private. Both parties may have representatives present.

E. Letters of discipline are expunged from an employee's file based on the following two-level system:

   a. Level 1 covers any employee behavior that is considered counter to the educational environment and running of daily operations. Letters for this

behavior shall be expunged from both Building and Central Office personnel files after two (2) years or a committee of administration, bargaining unit member, and union representation meet to determine an agreed upon amount of time. Repetition of this type of behavior within the seven-year period constitutes a pattern.

b. Level 2 covers any employee behavior that is considered to be egregious and undermines the safety of children placed in the member's care. Letters of this type of behavior may only be removed after a minimum of two (2) years from the bargaining unit member's personnel file (Building/Central Office) if a committee of administration, bargaining unit member, and union representation meet to determine an agreed upon amount of time

ARTICLE XVI – MENTOR TEACHERS

A. In the event the mentor is not an Association member, the teacher may elect to have an Association Representative present at that meeting during said conference. In the event that the teacher feels that his/her evaluation was incomplete or unjust, he/she may put his/her objections in writing and have them attached to the evaluation report to be placed in his/her evaluation file.

B. For the period of the probationary teacher's first three (3) years, he/she shall be assigned a mentor teacher by the Administration in consultation with the Association.

C. Qualifications for becoming a mentor teacher shall be:
1. A tenured teacher with a minimum of five (5) years teaching;
2. An employee assigned to a position represented by the Millington Education Association;
3. In the subject, field or related field, and level (elementary, intermediate, junior high, high school) if at all possible.

D. Responsibilities of the mentor teacher shall include:
1. Assisting in helping the new teacher become familiar with the traditions and policies of the school system;
2. Standing in the position of a friendly advisor and conducting at least two (2) informal observations per year. The content of these observations shall remain confidential. Release time for said observations will be arranged upon consultation with the building administrator.
3. Reviewing the evaluation process with the mentee and administrator.
4. Developing and reviewing the Teacher Individualized Development Plan with the mentee and administrators.

5. Demonstrating lessons for the beginning teacher.
6. Guiding the beginning teacher through the daily operations of the school.
7. Supporting and counseling the beginning teacher.

E. Each teacher shall have the right, upon request, to review the contents of his/her evaluation file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Each teacher's personnel file shall contain the following minimum items of information or the same shall be made available to the teacher:

1. Teacher Evaluation Reports
2. Teacher Certificate
3. A Transcript of Academic Records
4. Tenure Recommendation
5. All required medical information will be kept in a separate file.

ARTICLE XVII - PROTECTION OF TEACHERS

A. Maintenance of discipline and effective instructional situations in the classrooms is a team responsibility of teachers and administration. Each member of the team sharing such responsibility hereby pledges to fulfill his/her responsibility to the best of his/her ability.

B. Any complaint that pertains to a teacher's performance or behavior must be immediately brought to the attention of the teacher. No record of any complaint may be placed in a teacher's personnel file until the Board or its delegate has an opportunity to investigate and evaluate the matter which is not to be done in an arbitrary and capricious manner. In situations involving student performance and pedagogical matters the complaining party must contact the teacher to resolve this matter. Should the matter not be resolved at the classroom level the Principal may determine further investigation is necessary and meet with the teacher to discuss the matter. Teachers must be made aware of any and all complaints lodged against them and be presented with appropriate documentation lodged by the complainant. Should any discipline of teachers result he/she shall have the opportunity to respond in writing.

C. Time lost by a teacher which is compensable under the Michigan Worker's Compensation Act shall not cost the teacher accrued sick days or seniority for the duration of the compensable period.

ARTICLE XVIII - NEGOTIATION PROCEDURES

A. Duty to Negotiate – The Board and the Union recognize their mutual obligation pursuant to Act 379 of the Public Acts of 1965 to negotiate collectively with respect to hours, wages, and terms and conditions of employment. Both parties have entered into and conducted extended and good faith negotiations in which each party has had the right and opportunity to make proposals and agreements with regard to all negotiable subjects.

B. No Duty to Negotiate – The Board and the Union, for the life of this Agreement, voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to negotiate collectively with respect to any subject or matter referred to or covered by this Agreement or any subject or matter which was negotiated but no agreement was reached and any subject or matter that was not presented by either party.

C. Mutual Consent – This Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the Board and the Union. Such, if any, modifications, changes, additions, or deletions shall be in writing and signed by the Board and the Union as an amendment to this Agreement.

D. Obligation – This Agreement shall constitute a binding obligation of the Employee, the Union, and the Board for the duration of this Agreement.

E. This Agreement shall be renewed (except the calendar detail) for one (1) year unless either party gives the other party at least one hundred twenty (120) days written notice prior to the termination date of this Agreement, that they request to reopen negotiations to develop a new agreement.

F. Emergency Manager-The parties recognize the requirements of Public Act 4 whereby if conditions are present an Emergency Manager can be assigned to the school district to eradicate and correct any financial emergency. As part of Public Act 4 all collective bargaining agreements can be negated by the Emergency Manager in accordance with the provisions of the law. Further, Public Act 4 defines procedures governing the actions of the Emergency Manager. The parties to this agreement are cognizant of these provisions and recognize the powers vested in the Emergency Manager. The State of Michigan shall provide assistance to the District in the form of a consent agreement if such action is deemed appropriate prior to the assignment of an Emergency Manager.

This clause is included in this agreement because it is legally required by state law. The parties did not agree to this provision. By signing this agreement, the union does not agree or acknowledge that this provision is binding either on the

union or on the employer. The union reserves all rights to assert that this clause is unenforceable.

ARTICLE XIX- STRIKES AND SANCTIONS

A. During the term of this Agreement neither the Association nor any persons acting in its behalf will cause, authorize or support, nor will any members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of a teacher from his/her position or stoppage of work or abstinence, in whole or in part, from the full, faithful and proper performance of the teacher's duties of employment) for any purpose whatsoever.

B. 1. The Association will not support the action of any teacher taken in violation of this Article, nor will it directly or indirectly take reprisals of any kind against a teacher who continues or attempts to continue the full, faithful, and proper performance of his/her contractual duties, or who refuses to participate in any of the activities prohibited by this Article.

2. The parties recognize that the Superintendent, Assistant Superintendent, administrative assistants, principals, and other administrative, office, clerical and service employees are excluded from the bargaining unit. The Association agrees that it will neither take nor threaten to take any reprisals, directly or indirectly, against any of the above-mentioned employees because of any decisions, actions or statements made either personally or in the course of their official duty relative to collective bargaining, the administration of this Agreement or the policies of the Board.

   The Association further agrees that it will neither take nor threaten to take any reprisals against the Board, or any member thereof, by reasons of any decisions, actions or statements made by them either personally or in the course of their official duty relative to collective bargaining in the administration of this Agreement or the policies of the Board.

3. It is expressly understood that this Section B will not be construed as in any way restricting the right of the Association to take any lawful action or exert any lawful pressure in connection with negotiations for future professional negotiations agreements.

C. The Board of Education, in the event of violation of this Article, will have the right, in addition to the foregoing to seek any other remedies available under the law including injunctive relief and damages against the Association.

D. Nothing contained in this Article will be construed as a waiver of any rights the Association or its members or the Board, or its members or administrative employees may have under Act 379 of the Michigan Public Acts of 1965 or which are otherwise provided by law.

ARTICLE XX - GRIEVANCE PROCEDURES

A. A grievance shall be an alleged violation of the expressed terms of the contract. It is expressly understood that when an employee chooses another remedial forum to remedy an alleged violation of the Master Agreement, the employee and/or Association forfeits their rights and access to the Grievance Procedure.

B. The Association shall designate one (1) representative per building to handle grievances when requested by the grievant. The Association shall notify the respective building principal by the first Friday of the school year whom the Association representative will be for that academic year. The Board hereby designates the Principal of each building to act as its representative at Level One as hereinafter described and the Superintendent or his/her designated representative to act at Level Two as hereinafter described.

C. The term "days" as used herein shall mean days in which teachers are on duty during the academic year and days when the District's Central Office is open for business during the summer break period between academic years. However, the time limits specified may be extended in writing by mutual agreement between the Board and the Association provided the request is made within the time period(s) stated in each section.

D. Written grievances as required herein shall contain the following:

1. It shall be signed by the grievant or grievants.
2. It shall be specific and shall include the names of each and every teacher known to be directly affected by the alleged grievance.
3. It shall contain a synopsis of the facts giving rise to the alleged violation.
4. It shall quote at length the section or subsections of this contract alleged to have been violated.
5. It shall contain the date of the alleged violation.
6. It shall specify the relief requested.

Any written grievance not in accordance with the above requirements, may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

E. 1. A teacher or the Association believing himself/herself or itself wronged by an alleged violation of the express provisions of this contract shall within eight (8) days of its alleged occurrences orally discuss the grievance with

the building Principal in an attempt to resolve same. If no agreeable resolution is obtained at that meeting, the teacher or the Association may reduce the grievance to writing and present it to the Principal within five (5) days of said discussion. The Principal shall respond within five (5) days after receipt of the written grievance.

2. If there is no resolution to the written grievance at Level I, a copy of the written grievance shall be filed with the Superintendent or his/her designated agent as specified in Level One within five (5) days of receipt of answer with endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or his/her designated agent shall arrange a meeting with the grievant and/or the designated Association Representative at the option of the grievant to discuss the grievance. Within ten (10) days of the discussion, the Superintendent or his/her designated agent shall render his/her decision in writing, transmitting a copy of the same to the grievant, the Association Secretary, the building Principal in which the grievance arose and place a copy of the same in a permanent file in his/her office.

   If no decision is rendered within ten (10) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant may, within ten (10) days of receipt of the decision or within ten (10) days of when the decision should have been rendered if no decision was rendered, appeal same to the Board of Education by filing a written grievance along with the decision of the Superintendent with the Secretary of the Board.

3. Within forty-five (45) days from receipt of the grievance, the Board shall pass upon the grievance. If the Board finds the Grievance Procedure to be improper, a hearing shall be held with the Board and the grievant or Association Representative to resolve the discrepancy and proceed with the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing or otherwise investigate the grievance, provided, however, that in no event, except with express written consent of the Association shall final determination of the grievance be made by the Board more than forty-five (45) days after its submission to the Board.

   A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the building Principal for the building in which the grievance arose, the grievant, and the Secretary of the Association.

F. If the decision of the Board is not satisfactory to the Association, the grievance may be submitted to arbitration by filing a request for the selection of an arbitrator with the Superintendent in writing within twenty-five (25) days after receipt of the answer from the Board. If the request for the selection of an arbitrator is not filed within twenty-five (25) days, then the decision of the Board shall be final.

The parties shall meet to agree upon an arbitrator at a mutually convenient time, but in the event an arbitrator is not agreed upon within fifteen (15) days of the written request, then and in that event the American Arbitration Association shall select said arbitrator in accordance with the rules which shall likewise govern the arbitration hearing.

The arbitrator shall have power only to interpret the meaning of the language of this contract and may not alter, add to, or subtract from the term of this Agreement. The arbitrator may not hear any case which involves discharge or demotion which may have been filed under the Tenure Act. The arbitrator shall have no power to question the reasonableness of written Board policy. The jurisdiction of the arbitrator shall be specifically limited by the terms of this contract and the conditions as specified above.

The arbitrator will be without power or authority to make any decision which requires the commission of any act prohibited by law or which is a violation of the terms of this Agreement.

Both parties agree to be bound by the award of the arbitrator. Cost of such arbitration shall be borne equally by the Board and the Association.

G. Should a teacher or the Association fail to appeal a decision within the limits specified, or leave the employ of the Board, all further proceedings on a previously instituted grievance (except a claim involving a remedy directly benefiting the grievant regardless of his/her employment) shall be barred.

H. In arbitration of a grievance resulting in an award having monetary value, the award shall be limited to ten (10) days prior to the first conference regarding the grievance.

I. All preparation, filing, presentation or consideration of written grievances shall be held at times other than when a teacher or a participating Association Representative are to be at their assigned duty stations.

ARTICLE XXI - INCLEMENT WEATHER

A. In the event that school is canceled due to inclement weather, teachers will be expected to use the day or days in a manner that will serve to sustain and improve their professional abilities.

B. There shall be the state-mandated days of student instruction. When in the judgment of the Superintendent, hazardous or inclement weather conditions, mechanical malfunctions or other reasons beyond the control of school authorities result in the closure of the entire District, teachers will not be required to work.

1. When school is closed or delayed for the above stated reasons, it is agreed that the days or time lost may be made up. However, time lost due to delays will only be made up if it is necessary to do so in order to receive full State Aid.

2. Should a day be rescheduled and insufficient students attend to count it as day of instruction, teachers will not be obligated to attend a subsequent rescheduling of the day without being paid at their daily rate.

3. This section shall be re-opened for re-negotiation in the event applicable law or rules and regulations in effect when this Agreement was negotiated are rescinded or modified.

ARTICLE XXII - MISCELLANEOUS PROVISIONS

A. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board; and all individual teacher contracts in effect during the term of this master agreement shall be subject to the provisions of this Agreement.

B. Copies of this Agreement shall be printed at the expense of the Board and presented to all regularly contracted teachers now employed or hereafter employed by the Board.

C. To the extent provisions included in the teachers' manuals do not conflict with the provisions of this Agreement, the manual provisions as revised from time to time by the Board shall remain in effect. It is understood that any Board Policy which is in conflict with the Master Agreement is null and void to the extent of the conflict.

D. If any provisions of this Agreement or any application of the Agreement to either party shall be found 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. If any provisions of this Agreement dealing with additional time or less time are greater or less than the State requirements, this Agreement will be adjusted accordingly with mutual agreement between the administration and the union. At no time will this Agreement exceed or be less than the State requirements for the year without mutual agreement.

F. This agreement constitutes the sole and entire agreement between the parties. This agreement is subject to amendment, alteration or additions, only by written agreement between, and executed by, the District and the Association. The waiver of any breach, term, or condition of the agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.

G. If an issue that impacts the district's curriculum or delivery of student instruction is considered for revision, a district wide existing committee will address it. If a suitable committee is not currently in existence, both parties will form one with administrators and teachers to study and/or recommend to the Board the implementation of replacement programs that are agreeable and manageable. Following are examples, but not limited to: Special Education, School Improvement, Discipline, and Curriculum.

H. Any time a teacher serves at a District wide committee meeting which convenes outside of his/her normal school hours, the teacher may request pay as per the Contract amount for committee work. This request shall be by means of a time sheet requested by the teacher involved and returned to the teacher's immediate supervisor. The time sheet, along with a letter to the supervisor that explains the nature of the meeting, shall be requested three (3) work days prior to the meeting for supervisor's approval, and the time sheet will be submitted for reimbursement to said supervisor within seven (7) work days after the meeting takes place.

The committee work involved with possible pay encompasses, but is not limited to, District wide committees such as School Improvement, Discipline, and Computer.

All day meetings during the summer or on weekends shall be paid in the following manner: one-half (1/2) day paid at the substitute teacher's rate of pay For one-half (1/2), full day at the substitute teacher's rate of pay for a full day.

Such pay shall be at the sole discretion of the administration, and must be approved in advance.

I. Mileage and Conference/Professional Development: The district may be responsible for all meals, lodging, and transportation mileage for approved conferences/professional development. Before lodging arrangements are finalized, employees shall be afforded the opportunity to discuss and indicate their preferences regarding shared hotel accommodations with their building administrator. Mileage shall be paid at the current IRS standard mileage rate.

J. No new hires shall be placed on a higher step on the salary schedule than any current employee with equivalent or greater years of service (does not include lane assignment). The Board of Education and the Millington Education Association may agree to amend if new hires are defined to be in "critical shortage areas," as listed by the Michigan Department of Education.

K. The Board agrees at all times to maintain an adequate list of substitute teachers. It is the responsibility of the Administration to arrange for substitute teachers.

ARTICLE XXIII - PROFESSIONAL CURRICULUM STUDY COMMITTEE

There shall be a joint committee established composed of Association Representatives representing each of the buildings who shall be appointed by the Association and Board Representatives appointed by the Board. The purpose of this committee is to discuss issues and make recommendations to the Board, concerning matters relating to the Academic curriculum.

ARTICLE XXIV - DURATION OF AGREEMENT

The terms and conditions of this Master Agreement shall be effective upon ratification by both parties and shall continue in effect until the 30th day of June, 2029. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

MILLINGTON EDUCATION ASSOCIATION

BY_____
Chief Spokesperson

BY Melissa Holley
President

MILLINGTON BOARD OF EDUCATION

BY_____
Chief Spokesperson

BY [signature] 6-15-26
President

S. Bowry

6.15.26

APPENDIX A-1 - SALARY SCHEDULE

2026 - 2029

Step	BA	BA+ 18	BA+30/MA	BA+45/MA+ 15
1	$ 44,500	$ 46,250	$ 48,750	$ 50,500
2	$ 46,236	$ 47,869	$ 50,700	$ 52,394
3	$ 48,039	$ 49,544	$ 52,728	$ 54,359
4	$ 49,936	$ 51,278	$ 54,837	$ 56,397
5	$ 51,884	$ 53,073	$ 57,031	$ 58,512
6	$ 53,752	$ 54,930	$ 59,084	$ 60,706
7	$ 55,687	$ 56,853	$ 61,211	$ 62,891
8	$ 57,691	$ 58,843	$ 63,814	$ 65,556
9	$ 59,768	$ 60,902	$ 66,112	$ 67,916
10	$ 61,920	$ 63,034	$ 68,492	$ 70,293
11	$ 63,901	$ 65,051	$ 71,683	$ 73,573
12	$ 65,946	$ 67,133	$ 73,977	$ 76,148
13	$ 68,056	$ 69,315	$ 75,279	$ 77,935
14	$ 70,234	$ 71,567	$ 77,688	$ 80,663
15	$ 70,234	$ 71,567	$ 77,888	$ 80,863
16	$ 70,234	$ 71,567	$ 78,088	$ 81,063
17	$ 70,834	$ 72,167	$ 78,688	$ 81,663
18	$ 72,634	$ 73,967	$ 80,488	$ 83,463
19	$ 72,634	$ 73,967	$ 80,488	$ 83,463
20	$ 72,634	$ 73,967	$ 80,488	$ 83,463
21+	$ 75,884	$ 77,217	$ 83,738	$ 86,713

Longevity already included in the payscale

Step 18-20 $1,800

Step 21+ $3,250

Retirement Notification Stipend

The Board of Education shall provide a retirement stipend of $1,000 to any contracted employee who provides timely notice of retirement in accordance with the conditions set forth below:

1. The employee must submit a written notice of retirement to the Superintendent no later than 60 school days before their last day of employment or the last day of the school year in which the retirement is to occur.
2. The stipend shall be issued as a separate, off-schedule payment and shall not be combined with or added to the employee's regular compensation.
3. An employee who has previously retired from the district and has been subsequently rehired shall not be eligible for this stipend.
4. Should an employee submit notice of retirement and thereafter elect not to retire following the 60 day period the employee shall be obligated to repay the full amount of the stipend to the district.

APPENDIX B-1 - ATHLETIC/RECREATION SALARY SCHEDULE

The Superintendent and representatives of the Association will structure and revise Schedule B to reflect current practices.

Each appointment to any extra duty position, stated in Appendix B-1, is an annual assignment. The assignment is non-tenured and the Board shall have discretion in determining whether or not to employ any applicant, or not to renew the extra-duty assignment for any teacher based on any coaching evaluation. In the event the Board appoints any person who is not a teacher employed by the Board that person is not entitled to any benefits, articles or sections found in the Master Agreement. A non-teacher person assigned to a B-1 extra duty position will not be paid more than that amount cited in B-1 of this Agreement.

All Athletic/Recreation extra curricular personnel shall receive extra-duty pay according to the above schedule. All percentages are to be based on Steps 1 through 6 of the BA schedule of the contract. For all Schedule B-1 positions, a stipend of fifty dollars ($50.00) will be awarded for each year of experience within Millington Community Schools, with a ten-year maximum.

CLASS I 10%
- Varsity Football - Boys
- Varsity Basketball - Boys
- Varsity Basketball - Girls

CLASS II 8.5%
- Varsity Wrestling - Boys
- Varsity Baseball - Boys
- Varsity Softball - Girls
- Varsity Track - Boys
- Varsity Track - Girls
- Varsity Volleyball - Girls
- Varsity Soccer - Boys
- Varsity Soccer - Girls

CLASS III 7.5%
- Varsity Golf – Boys/Girls
- Junior Varsity Football
- Assistant Varsity Football (2 paid positions)
- Cross Country

CLASS IV 7%
- Junior Varsity Baseball
- Junior Varsity Basketball - Boys
- Junior Varsity Basketball - Girls

Junior Varsity Softball
Junior Varsity Track
Assistant Junior Varsity Football
Junior Varsity Volleyball
Junior Varsity Wrestling

CLASS V 6%

7-12 Powerlifting
Freshman Football
Freshman Basketball
Freshman Volleyball
Junior High Football
Junior High Wrestling
Junior High Basketball – 8th Grade Boys
Junior High Basketball – 7th Grade Boys
Junior High Basketball – 8th Grade Girls
Junior High Basketball – 7th Grade Girls
Junior High Volleyball – 8th Grade Girls
Junior High Volleyball – 7th Grade Girls
Junior High Track - Boys
Junior High Track - Girls

CLASS VI 5%

Varsity Cheerleading
Assistant Freshman Football

CLASS VII 4.5%

Junior Varsity Cheerleading
Freshman Cheerleading
Assistant Junior High Football

CLASS VIII $1,500

Assistant Varsity Basketball - Boys
Assistant Varsity Basketball - Girls
Assistant Varsity Soccer
Assistant Varsity Baseball
Assistant Varsity Softball
Assistant Varsity Volleyball
Assistant Varsity Football
Assistant Varsity Track
Assistant Varsity Wrestling
Assistant Varsity Cross Country

All Athletic/Recreation extra curricular personnel shall receive extra-duty pay according to the above schedule. All percentages are to be based on Steps 1 through 6 of the BA schedule of the contract.

APPENDIX B-2 - ACADEMIC AND ENRICHMENT SALARY SCHEDULE

DEPARTMENT HEADS	3%

CLASS ADVISORS:

Senior	7.25%
Junior	7.25%
Sophomore	3%
Freshman	3%

All class advisor positions can be shared positions and distribution of above percentages and responsibilities will be determined in a meeting with the building principal and advisors.

ENRICHMENT ACTIVITIES:

Debate/Forensics	4%
Assistant Debate	2%
TARC Director	4%
Science Olympiad Advisor	4%
Robotics/STEM Advisor	8%
JH Robotics	3%
FFA	4%
FHA	4%
Publication Director-Senior High	5%
Junior High Yearbook Editor	2.5%
Student Council - Senior High	7%
Student Council - Junior High	5%
National Honor Society	5%
Chess Advisor	3%
Washington DC Trip Coordinator	4%
Creative Writing Club	3%
Esports	8%

Summer School Teaching, After School Teaching, and Professional Development Instructors:

2026-2027 & Beyond: current classroom teacher hourly rate
*unless grants are awarded which specify a different rate.

PERFORMING ARTS:

Varsity Band Director	8%
Junior High Band Director	4%
Varsity Choir Director	4%
Junior High Choir Director	2%
Drama Advisor	8%

Assistant Drama Advisor	3%

MENTOR TEACHER
Year 1 $1000
Year 2 $750
Year 3 $500

ELEMENTARY ACTIVITIES:

Student Council	3%
Safety Patrol	2%
Elementary Store	2.5%
Musical Program Director	1.5%
Announcements Advisor	2%

All academic and enrichment extra-curricular personnel shall receive extra-duty pay according to the above schedule. All percentages are to be based on Steps 1 through 6 of the BA schedule of the contract.

APPENDIX C - SCHOOL CALENDAR

The school calendar shall be mutually agreed upon by the Superintendent and the Association with the following limitations: Millington Community Schools shall follow as closely as possible the Tuscola Intermediate School District Calendar, student days shall be 180 with the last student day being one-half day, teacher days shall be 184, instructional hours shall not exceed 6.35 (6 hours and 21 minutes including passing time) unless more instructional time is needed to satisfy State of Michigan requirements or receive full state aid.

The Superintendent and the Millington Education Association will mutually correct any mistakes or problems that may occur in the creation of the calendar.

Whenever possible the school day shall not begin before 7:30 AM and dismiss no later than 3:15 PM. Any departure from this must be mutually agreed upon between the Administration and the Union.

All teachers shall work the same amount of hours and minutes each school and teacher work day including supervision and instructional time.

School Calendar 2026-2027

Calendar Event	2026 – 2027
Teacher Work Days	August 24 (M) – 25(T)
First Day for Students	August 26 (W)
Labor Day – No School	September 4 (F) – September 7 (M)
Professional Development ½ Day for All Students	October 16 (F)
End of 1st Marking Period ½ Day for All Students	October 30 (F)
P-T Conferences Meachum Elementary 4:00 – 7:00 p.m. Jr/Sr High School 5:00 – 8:00 p.m.	November 11 (W)
½ Day for All Students P-T Conferences Meachum Elementary 1:00 – 4:00 p.m. Jr/Sr High School 1:00 – 4:00 p.m.	November 12 (Th)
Professional Development ½ Day for All Students	November 13 (F)
No School – Thanksgiving Break	November 23 (M) – 27 (F)
Professional Development ½ Day for All Students	December 11 (F)
Winter Break	December 21 (M) – January 1 (F)
School Resumes	January 4 (M)
Professional Development ½ Day for All Students	January 20 (W)
½ Day for All Students	January 21(Th)
End of 1st Semester ½ Day for All Students	January 22 (F)
President's Day*	February 15 (M)
Professional Development ½ Day for All Students	March 12 (F)
End of 3rd Marking Period ½ Day for All Students	March 25 (T)
No School – Spring Break	March 26 (F) – April 2 (F)
School Resumes	April 5 (M)
Commencement Ceremony	May 27 (Th)
No School*	May 28 (F)
No School – Memorial Day	May 31 (M)
Professional Development ½ Day for All Students	June 7 (M)
½ Day for All Students	June 8 (T)
Last Day for All Students & Teachers ½ Day for All Students	June 9 (W)
Student Days	180
Teacher Days	184
Professional Development Days	Total of 5 (2 full; 6 half)

*Denotes potential Snow Day Make-Up Day

APPENDIX D - INSURANCE

A. The school district will pay full monthly coverage up to the hard cap premiums (adjusted January 1st) to a Blue Cross Blue Shield plan selected by the employee. Preventative care is covered under the plan. It is further understood that coverage for Association members shall be as defined in the "Benefits at a Glance" summary presented by the provider. The parties agree that the employee will pay any fees administered by Frankenmuth Credit Union (FCU) through automatic withdrawal from their HSA card. They will also earn interest on their HSA according to FCU rates. Provisions for the medical insurance coverage shall be in compliance with PA 152. Premiums will be in accordance with the hard cap option.

B. The Board will provide to all certified teachers dental insurance with coverage which includes 90/90/90% with an annual maximum of $1,500 for Classes I, II, and III (respectively), and 80% coverage with a lifetime maximum of $1,000 for Class IV.

C. If both husband and wife are teacher employees or a teacher does not wish to participate in the hospital, medical, surgical insurance program, they will be provided $400/month as a non-elected benefit of employment with no other option deposited into a jointly-approved annuity program.

D. The Association recognizes the right of the Board of Education to specify the carrier of the medical insurance program for the school district, provided that a committee that includes the Association President shall meet and confer prior to any such carrier change receiving board approval.

E. Both parties recognize that any change in the medical insurance carrier will provide coverage equivalent and/or better than the programs cited in paragraph A.

F. The Board agrees to provide the premium payment toward $50,000 term life insurance, with A.D.&D., to each active, full-time teacher who teaches a minimum of three (3) student contact hours per day.

G. The Board agrees to provide the premium payment toward a long term disability plan for each active, full-time teacher, who teaches a minimum of three (3) student contact hours per day, with the following specifications:

Direct Offset:

Qualifying Period	Benefits accrue with respect to any one period of total disability after the expiration of a qualifying period of three months.

Benefit Period	Monthly benefits are payable during the continuance of total disability but in no event are benefits payable beyond the attainment of age 65.
Monthly Schedule Amount	66 2/3% of the normal monthly earnings to a maximum benefit amount of $4,500.00.

H. 1. Newly hired contracted teaching staff will be eligible for the above stated Board paid benefits upon acceptance of written application by the benefit providers on the first day of the month following the month work commenced. For the purposes of this article, contracted teachers eligible for health care benefits shall be eligible at the following levels; three (3) student contact hours-60%, four (4) student contact hours-80%, five (5) student contact hours-100%.

2. Changes in family status shall be reported by the teacher to the personnel office within 30 days of such change. The teacher shall be responsible for any overpayment of premiums made by the Board in his/her behalf for failure to comply with this paragraph.

3. The Board agrees to provide the above within the underwriting rules and regulations as set forth by the carrier(s) in the Master Contract held by the policyholder.

4. Teachers who have Board provided term life insurance, have a 30 day conversion right upon termination of employment. Any teacher electing his/her right of conversion in order to keep their life insurance in force must contact the insurance carrier within 30 days of their last day of employment.

5. Teachers working less than a full contract year shall have benefits terminated on the first day of the month following termination of employment.

I. Benefit levels for vision, dental, LTD and term life insurance shall reflect the current plans.

J. Vision: The Board will provide all certified teachers vision insurance coverage which includes: $0 exam; $150 frames; and $250 contacts.

APPENDIX E - JOINT BUILDING LEVEL COMMITTEES

The Board and the Association agree the education of Millington students will be enhanced if a maximum amount of a teacher's time is used in the direct activities of preparing lessons and presenting them to students. To this end, joint committees of teachers and administrators will be established in each building. These committees shall:

1. Study, recommend to the Board, and/or implement methods of reducing the clerical responsibilities of teachers.

2. Study, recommend to the Board, and/or implement methods of reducing and/or eliminating classroom disruptions.

3. Study, recommend to the Board and/or implement changes in curriculum materials (textbooks, programs, etc.) that impact daily instruction

4. Study recommend to the Board and/ or implement methods of building or district wide initiatives or changes that impact the daily routine

APPENDIX F - DISTRICT WIDE BEHAVIOR MANAGEMENT COMMITTEE

Inasmuch as the parties recognize that appropriate student behavior in the classroom is essential to learning, the parties agree to establish a District wide committee of Association members and Administrators to make recommendations to the Board on means of achieving the highest possible levels of student discipline.

APPENDIX G - GRIEVANCE FORM

Grievance Report Form Millington Community Schools

Grievance #_____ Year_____

Submit to Principal in Duplicate

Building Assignment Name of Grievant Date Filed

_____

STEP I:

A. Date Cause of Grievance Occurred:_____

B.

a. Statement of Grievance:

_____

_____

_____

b. Relief Sought:

_____

_____

_____

Signature Date

C. Disposition of Principal:

_____

_____

_____

_____

Signature Date

D. Disposition of Grievant and/or Union/Association:

_____

_____

_____

_____

Signature Date

STEP II:

A. Date Received by Superintendent or Designee:_____

B. Disposition of Superintendent of Designee:

_____

_____

_____

_____
Signature Date

C. Position of Grievant and/or Union/Association:

_____

_____

_____

_____
Signature Date

STEP III:

D. Date Received by Board of Education or Designee:_____

E. Disposition of the Board:

_____

_____

_____

_____
Signature Date

F. Position of Grievant and/or Union/Association:

_____

_____

_____

_____
Signature Date

STEP IV:

G. Date Submitted to Arbitration:_____

H. Disposition and Award of Arbitrator:

_____

_____

_____

_____
Signature of Arbitrator Date