MASTER AGREEMENT

BETWEEN

UNIONVILLE-SEBEWAING AREA SCHOOLS

AND THE

UNIONVILLE-SEBEWAING EDUCATION ASSOCIATION, MEA/NEA

DATES EFFECTIVE

August 9 2024 – June 30, 2027

Table of Contents

Article 1 - Recognition 1
Article 2 - Teacher Rights 3
Article 3 - Management Rights 4
Article 4 - Professional Compensation 4
Article 5 – Health Insurance 6
Article 6 - Teaching Hours 7
Article 7 - Teaching Loads and Conditions 8
Article 8 – Extra Duties 9
Article 9 - Leave Pay 9
Article 10 - Leaves of Absence 12
Article 11 - Personnel File 14
Article 12 - Protection of Teachers 14
Article 13 – Disciplinary Procedures 15
Article 14 - Negotiations Procedures 15
Article 15 - Grievance Procedure 15
Article 16 - No Lockout/Strike 17
Article 17– Seniority 17
Article 18 – Miscellaneous Provisions 18
Article 19 – Act of God Days 19
Article 20 – Mentors 19
Article 21 - Teacher Evaluation 20
Article 22 – Emergency Financial Manager 20
Article 23 – Duration of Agreement 21
SCHEDULE A: SALARY SCHEDULES 22
SCHEDULE B: EXTRA DUTIES 25
SCHEDULE C: SCHOOL CALENDAR 27
SCHEDULE D: BENEFITS SUMMARY 29

Agreement between
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

AGREEMENT

THIS AGREEMENT was ratified by the Unionville-Sebewaing Education Association, MEA/NEA (the Association). on _____, 202_ and approved by on, 202_, by the Board of Education of Unionville Sebewaing Area Schools, Tuscola and Huron Counties, Michigan, (the Board).

The Board and the Association recognize that providing a quality education for the children of Unionville-Sebewaing Area Schools is their mutual aim, and that the character of that education depends predominately on the quality and morale of the teaching service,

The members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

The Board has a statutory obligation, pursuant to Michigan Public Employment Relations Act, as amended, to bargain with the Association as the representative of its teaching personnel as to hours, wages, terms and conditions of employment.

The parties, following extended and deliberate professional negotiations, have reached certain understandings which they memorialize in the Agreement.

Article 1 - Recognition

A. The Board recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of the Michigan Public Employment Relations Act, as amended, for all certified teachers, guidance counselors, librarians employed by the Board but excluding the Superintendent, Assistant Superintendent, Principals, Assistant Principals, and office and clerical employees. The term "teacher" when used in this Agreement, refers to all employees represented by the Association in the bargaining unit as above defined.

B. The Board will not negotiate with any teacher's organization other than the Association for the duration of this Agreement. This Agreement will not be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is not inconsistent with this Agreement, provided that the Association receives an opportunity to be present at that adjustment.

C. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittances for annuities, credit union, and savings bonds. Charitable donations and other plans or programs must be jointly approved by the Association and the Board. The Board or a Board employee shall not be held liable for any error in remitting such payments.

D. The Board shall defend itself against such action, and the Association shall reimburse the Board for all costs caused by such defense, including court costs, attorney fees, and any

other reasonable costs, but not clerical costs or costs resulting from gross negligence by the Board or its agents.

1. Legal counsel to defend any suit or action shall be selected by the Association with Board approval.

2. The Association, after consultation with the Board, has the right to decide whether to appeal the decision of any court or other tribunal about the validity of this section, or the damages that may be assessed against the Board by any court or tribunal.

3. The Association has the right, after consultation with the Board, to compromise or settle any claims made against the Board under this section.

E. By July 1 of each school year, the Association will designate a representative to receive bargaining unit information on its behalf and will notify the Board of that selection. That individual will provide the Board with a list of Association member information by August 1.

If the Association needs information not previously requested, the Superintendent or designee shall furnish the information requested within ten (10) workdays of the Association's request.

When any person is hired or ends their employment, the Association will be notified no later than ten (10) workdays after that change occurs.

A. Pursuant to the Michigan Public Employment Relations Act (PERA), as amended, every Board employee has the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining and other lawful activities short of strike, for mutual aid and protection. An employee also has the right to refrain from such activities. As a duly-elected body exercising governmental power under Michigan law, the Board will not directly or indirectly discourage any teacher in the enjoyment of any right conferred by PERA or other Michigan law or the Constitutions of Michigan and the United States. The Board will not discriminate against any teacher as to hours, wages, or any term or condition of employment due to membership in the Association or lack of membership; participation or non-participation in any lawful Association activity, or collective professional negotiations with the Board, or institution of any grievance, complaint, or proceeding under this Agreement as to any term or condition of employment.

B. The Board will make available to the Association, in response to reasonable requests from time to time, such information as is necessary for intelligent bargaining and processing of grievances.

C. The rights granted to teachers by this Agreement are in addition to those provided elsewhere.

D. No material originating after initial employment will be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation about any material which will be attached to the file copy of the material in question. If the teacher believes that material to be placed in their file is inappropriate, in error, or unsubstantiated, the teacher may receive adjustment informally, if cause is shown to the satisfaction of the Superintendent or designee, or formally through the grievance procedure. If so, the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in their file, the signature is understood to indicate awareness of the material but shall not be interpreted to mean agreement with the material's content.

Article 2 - Teacher Rights

A. Pursuant to the Michigan Public Employment Relations Act (PERA), as amended, every Board employee has the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining and other lawful activities short of strike, for mutual aid and protection. An employee also has the right to refrain from such activities. As a duly-elected body exercising governmental power under Michigan law, the Board will not directly or indirectly discourage any teacher in the enjoyment of any right conferred by PERA or other Michigan law or the Constitutions of Michigan and the United States. The Board will not discriminate against any teacher as to hours, wages, or any term or condition of employment due to membership in the Association or lack of membership; participation or non-participation in any lawful Association activity, or collective professional negotiations with the Board, or institution of any grievance, complaint, or proceeding under this Agreement as to any term or condition of employment.

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Article 3 - Management Rights

The Board, on its own behalf, and on behalf of the District's electors, retains unto itself, without limit, all powers, rights, authority, duties, and responsibilities conferred by the laws and the Constitutions of Michigan and the United States, including, but without limiting the generality of the foregoing, the right to:

A. The executive management and administrative control of the school system and its properties and facilities.

B. Hire all employees, subject to the provisions of law and to determine their qualifications.

C. Establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, as deemed necessary or advisable by the Board.

D. Decide on the methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids.

E. Determine class schedules, the duties, responsibilities, and assignments of teachers and other employees.

F. Require with mutual consent of both the Association and the Administration either, or both, a physical examination and mental competency evaluation report from a licensed professional person as to any teacher's continued employment with the District. The cost of the examination shall be paid by the Board.

Nothing in this Agreement is considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws.

Article 4 - Professional Compensation

A. The salaries of teachers covered by this Agreement are set forth in Schedule A. Step placement is established by this Agreement and teacher qualifications.

B. Newly-employed, certified teachers with experience in a traditional public, public charter, public academy or other non-cyber program with verifiable teacher evaluation record (MDE approved evaluation instrument) will be placed at the same step on the salary schedule (maximum 10 years) as if they had taught at USA Schools during those same school years at which time they accumulated eligible years of service under this paragraph.

Newly-employed, certified teachers with private school, nontraditional school (such as cyber or online programs), unverifiable evaluation records (or evaluations completed under a device not approved by the State of Michigan), or having received other than effective or

highly effective evaluation labels may be placed at the same step on the salary schedule (maximum 10 years) as if they had taught at USA Schools during those same school years.

This Agreement does not prevent the Board from offering employment incentives to attract new employees for bargaining unit positions. Incentives may include, but are not limited to signing bonus, reimbursement for moving expenses, assistance with repayment of outstanding student loans, and any other incentive as determined appropriate by the Board. The Board will notify the Association if a newly-hired bargaining unit employee receives an incentive. The incentive is payable for up to two (2) years. Teachers must complete fifteen (15) student contact days before receiving the first incentive installment. The second installment will be paid consistent with second semester Schedule B payments. Additional year payments will be paid consistent with Schedule B payments. Payments may be withheld if the employee leaves the District or is unable to fulfill their teaching obligation.

C. The salary schedule is based on the regular school calendars in Schedule C and the normal teaching assignment as provided in this Agreement.

D. Teachers at the beginning of the school year may elect to be paid in either twenty-one (21) or twenty-six (26) substantially equal bi-weekly pay installments.

E. The Board will pay 20% of the base salary (Step 1) of the teacher's salary column (i.e. BA, BA+20, MA, MA+20) to the teacher assigned an extra class for the entire year or prorated for each term less than a full year (such as individual trimesters or semesters).

F. Teachers shall be advanced on the salary schedule column in the trimester/semester after the trimester/semester in which the Board receives a transcript(s) demonstrating the completion of additional course work.

G. Any college credits to be used for changing salary scale columns (e.g., BA to BA + 20) must be post-graduate credits in semester hour increments or any other class which received written prior administrative approval.

H. Any teacher who is asked by the administration to substitute for another teacher during their conference time or another time period during the school day, will receive one of the following choices:

1. The teacher may decline to be a substitute without penalty, or

2. The teacher will be compensated at their daily rate per hour.

I. If a teacher asks another teacher to cover their class and the substituting teacher does not ask to be compensated by the District, the teacher needing the substitute will not be charged any personal time. (This will be limited to the same amount of total daily conference time allotted.)

Article 5 – Health Insurance

A. The Employer shall provide to the teacher BCN Traditional or BCN HSA for a full twelve (12) month period for the teacher and his/her eligible dependents. The Employer is the Policy Holder.

Each teacher must choose between BCN Traditional or BCN HSA. This choice shall remain in effect for twelve (12) months or until the next BCN open enrollment period. Teachers not electing BCN medical will receive ancillary benefits as outlined in Schedule D.

Teachers enrolled in an eligible health insurance plan may request voluntary payroll deductions into a Health Savings Account (HSA). The District will not "pre-fund" employee HSA accounts.

The negotiated benefit levels are outlined in Schedule D.

B. The Board shall provide cash-in-lieu pursuant to an IRS Section 125 Plan to any teacher who opts out of the District's medical plans, on the conditions that: (1) the employee voluntarily and in writing opts out of the available medical health care plan; and (2) provides documentation to the Superintendent's designee that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act For anyone who chooses this option, a payout of $125 will be made each month. The payment may be made into a tax-deferred account or paid directly to the teacher.; per IRS regulations, FICA taxes must be paid if the latter option is selected. Those taxes are the teacher's responsibility.

C. Teachers working less than a 60% load are provided MESSA ancillary benefits. Teachers working a 60% load or more are eligible for BCN medical benefits.

D. If a teacher does not complete the full school calendar, the insurance is continued, until the teacher has received the prorated portion or the 12-month insurance year earned at the time of the employment. The medical plan year is January 1 to December 31 each year.

E. A teacher on approved leave has the option to continue in the group by paying the total premiums for the length of leave in accordance with health and accident policy guidelines.

F. Teachers may continue to elect Supplemental Group insurance at their own cost through payroll deduction.

G. The Association may elect as a group to enroll in the BCN riders for preventative care and hearing aids. If the Association chooses to opt for these riders, the premiums for the insurance are payroll deducted as a pretax deduction pursuant to the Section 125 Plan.

H. The employer Board will pay the required maximum insurance caps, set up by State of Michigan Law, for each school year from January 1 to December 31 of each school year covered by this Agreement. Including full family, two-person, and single insurance cap maximums.

I. The teacher is responsible for any insurance costs above the cap amounts. These costs shall be paid through payroll deductions.

J. The Board will fully fund the complete cost for the Vision and Dental plans.

K. Teachers who have applied for optional Short Term Disability Insurance Plan, (STD Insurance), may apply for those benefits as permitted by the policy. Teachers receiving STD Insurance will use their Personal Business/Accumulated leave days to meet the policy's required waiting period.

L. Once the teacher has fulfilled the policy's waiting period, the teacher may elect to have their Personal/Leave Days (provided by the USA School District) frozen until the teacher returns from Short Term or Long Term Disability.

M.

Article 6 - Teaching Hours

A. Teachers are expected to be at school at 7:45 a.m. and are expected to stay at school until 3:15 p.m.

B. All teachers are entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes as assigned by the principal. For the remainder of the noon period, the teacher shall be available for supervision in the hall and classroom.

C. The normal high school/middle school day shall include a scheduled preparation period of equal time to a standard class. Under trimester scheduling, this will be seventy (70) minutes for preparation and team/building/department work. Departure from this norm may be made by arrangement between the teacher affected and administrative personnel with notice to the Association. This applies to full-time teachers.

D. Teachers shall be available for faculty meetings as assigned by the Administration. Faculty meetings will be established as part of the yearly calendar.

E. Elementary teachers will be provided with at least three hundred and twenty-five (325) minutes of preparation time per week, during which teachers will not have students assigned to them. This applies to full-time teachers during a normal work week. This preparation time will be given after the start of the instructional day.

F. No departure from these norms, except in an emergency, will be made without prior consultation with the Association. If any disagreement arises as to the need for this deviation, the matter may be processed through the professional grievance procedure.

G. Teachers may not leave their assigned building during their release periods without the building principal's consent.

H. Classes are scheduled from 7:55 am to 3:05 pm and the calendar will reflect a 180 day student contact standard.

Article 7 - Teaching Loads and Conditions

The availability of optimum school facilities for both student and teacher is desirable to ensure the high quality of education that is the goal of both the teacher and the Board. The teacher's primary duty and responsibility is to teach. The organization of the school and the school day should be directed at ensuring that the teacher's energy is primarily used to this end.

A. Because the student-teacher ratio is an important aspect of an effective educational program, class size should be lowered when possible. The following maximums are suggested standards only. The final decision as to class size rests with the Board and Administration. Every effort will be made to include special education students in classes with the lowest class sizes in the building at which the student's special education class is located.

B.

1.	Kindergarten	22 students
2.	Elementary School Grades	25 students
3.	Special Education	State Standards

The maximum class size per teacher in the secondary schools are suggested as follows:

English	)	
Social Studies	)	
Mathematics	)	
Science	)	25 students
Language	)	
Business	)	

General English, General Math (H.S. level) 20 students

STEAM	20 students
STEM	20 students
Music	35 students
Art	25 students
Health Education	40 students

B The Board shall provide two (2) aides for playground supervision at the Elementary School. On inclement days, these aides will assist indoors for a similar time period.

C The Board shall make available in each new and remodeled school adequate lunch, restroom, and lavatory facilities exclusively for teacher use and at least one room appropriately furnished, which is reserved for use as a faculty lounge.

D Telephones for local calls will be made available to teachers for their reasonable use at Board expense.

E Adequate parking facilities will be made available to teachers for their exclusive use when possible.

F The Board and the Association seek to extend the advantages of public education to every student without regard to race, religion, sex, sexual orientation, gender, color, disability or national origin and to seek to achieve full equality of educational opportunity to all students.

G Duly-authorized Association representatives are permitted to transact official Association business on school property upon notice to the Building Principal or Superintendent. Association business shall not be transacted during student contact time.

H The Board recognizes teaching as a professional occupation. In keeping with professional obligations, teachers are expected to participate in certain activities which promote student achievement and mutual respect between parents, students, and the teaching staff. These activities include events that involve parents, students, teachers, administrators, and Board members such as honors banquets, open houses, etc.

Article 8 – Extra Duties

A. Vacancies in Extra Duty Positions are posted for a minimum of ten (10) calendar days. The Association Secretary and the President shall receive a copy of the posting and the District will send a District wide e-mail to all teachers.

Article 9 - Leave Pay

A. All full-time teachers will be credited with thirteen (13) personal business days per school year upon completion of the first scheduled workday. In addition, unused days may be accumulated. Teachers who leave the District before working fifteen (15) student contact days will not receive compensation for the thirteen (13) personal business days for that school year.

B. A teacher may use these days for illness/doctor appointments/vacations, etc. If a teacher wishes to use three (3) or more days, consecutively, they need to get prior approval from their building administrator. The administration will grant up to two (2) teachers simultaneously per building for a total of two (2) days to be used before, after, or split one

(1) before and one (1) after a designated holiday or vacation. At most, four (4 teachers district wide) may be granted leave for the same days, excluding personal or family illness. The date of leave request received in the superintendent's office shall determine the priority for the leave with pay. Additional teachers may be granted at the discretion of the superintendent.

Accumulated leave days are intended for illness-related absences of employees, or to care for employee family members, or other extenuating circumstances. When abuse of accumulated leave is suspected, based on reliable information, a medical statement or certification may be required from a teacher at the discretion of the Superintendent. Upon verification of abuse, the teacher will be notified for the remainder of the school year that any further occurrences may be questioned and could result in disciplinary action.

The designated holidays/vacations are:

Labor Day, Thanksgiving Vacation, Winter Vacation, President's Day, Spring Break, Good Friday, Memorial Day, Summer Vacation, and any Federal holiday on which there is no school

After five (5) consecutive absences, the Board of Education may request documentation of illness.

1. It may be at the Board's expense using their recommended physician;

2. The employee may submit a note from their physician at the employee's expense.

3. If communication hasn't taken place between the District and the employee within 14 calendar days of the absence, or remaining sick days, whichever is less, the District will stop pay until communication takes place.

Vacations should be taken during the scheduled breaks in the school calendar. When extenuating circumstances arise, the following conditions must be met.

1. Administration will grant up to two (2) teachers simultaneously, per building, the use of three (3) or more consecutive personal business days, if the request is received thirty (30) calendar days in advance. Requests will be granted based on the date and time the request is received by the building administrator. Additional requests beyond two (2) teachers will require prior approval of the building administrator.
2. Any teacher using three (3) or more days consecutively without prior approval will take all days beyond the first two (2) unpaid. (This excludes situations outlined in Article 10-A and B.)

3. Confirmed substitute coverage will be entered in will be entered on the day of approval.

4. Within the week before the vacation, the teacher must meet with the building administrator to review lesson plans and procedures.

    a. Teachers who have accrued sixty (60) accumulated leave days will receive a pay-off of 0.081% of their contractual salary per day for the unused days beyond the sixty (60) days

To calculate personal day reimbursement, a teacher's professional day will begin at the start of the first class and end at the conclusion of the last class, excluding their duty-free lunch.

D. When a teacher has exhausted his/her personal business leave and has not yet recovered from illness, the Association and the Board may agree to allow bargaining unit employees to donate up to five (5) days from the employee's personal accumulation. This provision may also be used for illness in the immediate family.

A teacher in need of additional days must submit a request to his/her building representative, who will notify the Association Vice President of the request. The Vice President will schedule a meeting with a committee consisting of the USEA Vice President, a building representative from the building of the teacher who made the request, the Superintendent, and the Principal from the building of the teacher who made the request.

For the request to be approved, the Association Vice President and Superintendent must agree to grant the request and set the number of possible days. Once the number of possible days is set, the Association Vice President will notify the teacher and ask for donations of days from teachers. If enough teachers donate the days, the days will be granted to the requesting teacher. All Association committee members will be notified as well as the payroll coordinator.

A maximum of ten (10) days may be granted under this provision. The committee may make exceptions in extreme cases.

This provision is not intended to substitute for Short or Long Term Disability policies.

Teacher days donated will not be counted against the teacher as days used when pay for days over sixty (60) is calculated under Article 9.

Note: The teacher's name and situation will be kept confidential. Only the committee members, the teacher's principal, the payroll coordinator, and Board members will know the teacher's name and situation.

E. A teacher retiring from the District will receive a one time payout of 75% of the daily rate for a substitute teacher for all remaining accumulated leave days if the District receives an

official letter of resignation/retirement by March 1st for a June 30th retirement date. That letter will be presented to the school board at the next meeting. A teacher informing the District of retirement after March 1st will receive 35% of the daily rate for a substitute teacher. The payoff will occur in June at the end of the contractual fiscal year.

Article 10 - Leaves of Absence

A. Any teacher whose personal illness extends beyond the period compensated under Article 9 will be granted a leave of absence without pay for such time as necessary to recover from the illness or a total of twelve (12) months from the commencement of the accumulated leave, whichever comes first.

B. Leaves of absence with pay chargeable against the teacher's personal business leave allowance are granted for the following reasons:

A maximum of five (5) days for a critical illness in the immediate family, defined as parent, step-parent, sibling, spouse, sibling-in-law, child, grandparent, stepchild, grandchild, parent- in-law and any dependent person who resides in the teacher's home.

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

2. One (1) day for attendance at the school graduation of a child or spouse.

3. Time necessary to attend the funeral service of a person whose relationship to the teacher warrants such attendance, with approval by Administration.

4. Any teacher who has elected to purchase Short Term Disability Insurance, will use the number of personal business/accumulated leave days needed to reach their STD Insurance and may choose to accumulate the remainder of their personal days.

5. If a teacher chooses to use their STD Insurance during their leave and not their time-off, a reduction in salary will be calculated. The calculation will be based on the original 186 days minus the number of days absent from their teaching position.

C. Leaves of absence with pay not chargeable against the teacher's personal business leave allowance is granted for the following reasons:

1. Absence when a teacher is called for jury service. The Board is obligated only to pay the difference between jury pay and regular school salary. The teacher will receive his/her regular paycheck and reimburse the District the amount received for jury duty not including reimbursement for meals or mileage.
2. Court appearance as a witness when called by the Board or for any case connected with the teacher's employment if the teacher was acting as an agent of the Board, within the rules and regulations of the Board and State.

3. Time necessary to take the Uniformed service physical examination.

4. Visitation at other schools, or attending meetings, conferences, or conventions of an educational nature, when approved by Administration. The number of teachers allowed to leave at any one time will be within Administration's discretion.

D. A maximum of five (5) days for a death in the immediate family, defined as parent, step-parent, sibling, spouse, sibling-in-law, child, grandparent, stepchild, grandchild, parent-in-law, and any dependent person who resides in the teacher's home.

The first four (4) days for a funeral will not be deducted from the teacher's personal business days. Those days do not need to be used consecutively.

E. Sickness or disability related to pregnancy is treated as any other illness or disability as provided in Sections A and B above.

F. A leave of absence without pay for up to one (1) year, including maternity leave time if any, may be granted to any teacher for child care. This leave shall commence on teacher request of and Board approval.

1. A teacher adopting a child may receive similar leave which begins the day the court signs over legal custody of the child.

2. The teacher is entitled to return from this leave to the same or similar position if it is available.

G. At the beginning of each school year, the Association is credited with six (6) days to be used at the Association's discretion. The Association will pay the Board the current substitute rate for all days used under this provision. The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for Association release time. The Association will notify the Administration no less than 48 hours before the date for intended use of said leave and no more than two (2) teachers are released on any one day for Association business leave.

H. Teachers who are officers of the Association or appointed to its staff may, if approved by the Board, be given a leave of absence without pay for not less than one (1) semester nor more than one (1) year for the purpose of performing duties for the Association.

I. Uniformed Services leaves of absence is granted without pay to any teacher who is inducted, or upon notice of impending induction, enlists for military duty in any branch of the Uniformed Services of the United States for the period of induction or first period of enlistment. Uniformed Services leave is granted to any member of the organized Reserve who is called to active duty. Increment credit is provided for such leaves.

J. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.

K. After seven (7) years of service, a teacher may, with prior Board approval , be granted a leave of absence for one (1) year without pay for professional betterment and receive credit on the salary schedule for that year and be restored to the same or equal position upon return.

L. Teachers on extended leave equal to sixty (60) school days are required to give a minimum of sixty (60) days notice of intent to return from that leave.

M. Leaves are granted consistent with Board Policy after sixty (60) days of employment.

FMLA (Family Medical Leave Act) time shall be granted consistent with federal law and FMLA guidelines. All paid leave shall be concurrent with FMLA time.

Article 11 - Personnel File

A. Each teacher has the right, upon request, to review the contents of the teacher's personnel file including the teacher evaluation form. An Association representative may accompany the teacher in this review at the teacher's option. Recommendations by college instructors and materials defined as confidential are removed before showing to the teacher.

B. A teacher who disagrees with an evaluation may submit a written answer which is attached to the file copy of the evaluation in question within ten (10) workdays or appeal to the Superintendent.

Article 12 - Protection of Teachers

A. Any case of assault upon a teacher will be promptly reported to the Board or its designee. At the teacher's request, the Board shall provide legal counsel to advise the teacher of rights and obligations as to the assault and shall render all reasonable assistance to the teacher in connection with law enforcement and judicial authorities.

B. If a teacher is injured while in the line of duty, the District shall pay for the first seven (7) days of leave without deduction from sick leave.

C. If a teacher is injured while in the line of duty, medical, surgical or hospital care will be furnished by the Board with Worker's Compensation Insurance coverage and in accordance with Worker's Compensation Insurance standards, and only to the extent of that insurance coverage and standards.

D. Teachers are expected to exercise reasonable care as to the safety of students and property, but may not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.

E. Whenever it appears to the Administration that a particular student requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, such assistance will be sought.

Article 13 – Disciplinary Procedures

A. A teacher may be disciplined or discharged only for a reason that is not arbitrary or capricious.

B. A teacher is entitled to have an association representative present during any meeting with an administrator at which disciplinary action is contemplated. The Association's Representative shall be informed of the subject matter before the meeting**.**

Article 14 - Negotiations Procedures

A. Matters mutually agreed to not be covered by this Agreement, but of common concern to the parties, are subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information, and otherwise constructively considering and resolving any such matters to the extent required by law. This provision does not apply to a prohibited bargaining subject and applies to a permissive bargaining subject if both parties agree.

B At least by May 1st, the parties shall begin negotiation for a new Agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.

C. In any negotiations described in this Article, neither party controls the election of the bargaining representatives of the other party. Each party may select its representatives from within or outside the District. No final agreement between the parties may be executed without ratification by a majority of the Board and the Association membership. The parties mutually pledge that their representatives have all necessary power and authority to make proposals and to make concessions in the course of bargaining, subject to ultimate ratification.

Article 15 - Grievance Procedure

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

If a teacher files an appeal with the Michigan Tenure Commission over a matter which is the basis of a grievance, then all grievances which are pending or may be filed over the matter are waived, and no further recourse to this grievance procedure may be had over the matter.

No grievance can be filed based on evaluation, layoff/recall, discipline/discharge, assignment/placement, merit pay, or any prohibited bargaining subject, except as otherwise required by law.

B. If a teacher believes there is a basis for a grievance, the teacher shall first discuss the alleged grievance with the building principal either personally or with an Association representative. If the basis of the grievance is an action or condition caused by someone other than the principal, or the condition impacts more than one building, this discussion shall take place with the Superintendent.

C. If, as a result of the informal discussion with the building principal, a grievance still exists, the teacher may invoke the formal grievance procedure through the Association on the Grievance Report Form, signed by the grievant. This form shall be available from the Association representative in each building. A copy of the grievance form is delivered to the principal within fifteen (15) school days of the grievance's alleged occurrence. If the grievance involves more than one school building, or the initial discussion of the grievance took place with the Superintendent, the grievance should be filed with the Superintendent or designee.

D. Within five (5) school days of receipt of the written grievance, the principal shall meet with the grievant and/or Association representative to resolve the grievance. The principal shall provide a written grievance disposition within five (5) school days of the meeting, and shall furnish a copy to the grievant and the Association representative.

E. If the grievant is not satisfied with the grievance disposition , or if no disposition is made within five (5) school days of the meeting, the grievance is transmitted to the Superintendent. Within five (5) school days the Superintendent or designee shall meet with the grievant and/or Association representative on the grievance and shall indicate the grievance disposition, in writing, within five (5) school days of the meeting and shall furnish a copy to the grievant and Association representative, as well as, to the building principal where the grievance originated.

F. If the Association is not satisfied with the grievance disposition by the Superintendent or designee, or if no disposition has been made within five (5) school days, the Association shall, within ten (10) school days of the receipt of the decision, request the assistance of a MERC-assigned State Mediator to review the grievance. Representatives of the Association and the Board may attend the mediation session(s).

G. If the grievance procedure extends beyond the last day of school, "calendar days" are substituted for "school days" wherever stated.

H. If the Association is not satisfied with the Mediator's recommendation, the grievance may be submitted to arbitration before an impartial arbitrator. The Association will determine whether to arbitrate the grievance at the next regularly scheduled meeting of its Bargaining Council or 30 days whichever comes first. Within ten (10) school days of the date the Association notifies the Board of its intent to pursue arbitration, the parties will meet to select an arbitrator. If the parties cannot agree, the arbitrator will be selected by the American Arbitration Association, in accordance with its rules, which will likewise govern the hearing.

1. The Board or designee and Association shall not be permitted to assert in the arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

2. The Arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement.

3. Past practice may be used as evidence, but may not be the sole basis of or the justification for the Arbitrator's decision.

4. Both parties will be bound by the Arbitrator's award.

5. The fees and expenses of the Arbitrator will be shared equally by both the Board and the Association.

I. If a teacher and/or the Association fails to institute or appeal a decision within the time limits specified, all further proceedings on a previously instituted grievance are barred. Likewise, the same provisions shall apply to a teacher leaving the employ of the Board unless monetary matters are involved.

J. The Association has no right to initiate the grievance involving the right of a teacher without the teacher's express written approval. Grievances involving two (2) or more persons may be signed by one of the grievants represented.

Article 16 - No Lockout/Strike

As long as this Agreement is in effect there shall be no lockouts, no strikes, withholding of services, or other illegal acts that interfere with the operations of the Board.

Any violation of this Article is subject to discipline, including discharge.

Article 17– Seniority

A. Seniority is defined as the total continuous length of time an individual is employed by the District as a certified teacher in the bargaining unit represented by the Association.

Teachers employed less than three (3) hours per day will accrue seniority at the rate of one half year of seniority for each year in the bargaining unit. If two (2) or more teachers have equivalent seniority, the teacher with the greatest number of years of teaching experience outside the District will have great seniority. Previous service in the District which is not continuous will be treated as out-of-District service. If two (2) or more teachers have equivalent teaching experience outside the District, the number of graduate hours earned beyond a Bachelor's degree is used, and the teacher with the least number of graduate hours is placed lower on the seniority list. If the number of graduate hours is the same, then the Board will make the same decision based on teacher evaluation and Administration recommendations.

Seniority shall begin at the commencement of services to the District.

It is the responsibility of the teachers to keep the Board informed of any change in address and/or telephone number, a current transcript of college credits, current copy of their teaching certificates, and current copy of their degrees on file in the Superintendent's office

B. A teacher's seniority while on leave shall remain unbroken and accumulated sick leave shall not be canceled but shall remain credited to the teacher. A teacher shall not accrue sick days or salary increments while laid off. Outside experience credit shall not be used to compute seniority. Credit for seniority does not accrue while on leave.

C. Changes and corrections to certification and qualification must be delivered to the Central Administration Office before February 15th of each school year. If a change in certification allows a tenured teacher to hold a position that a probationary teacher holds, then the tenured teacher shall have until August 1st to deliver proof of the additional certification

Article 18 – Miscellaneous Provisions

A. The Board will to try to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number or absence reporting system they may contact, at least one (1) hour before school begins, to report unavailability for work. Once a teacher has reported unavailability, it is Administration’s responsibility to arrange for a substitute teacher. A teacher’s failure without cause, to report unavailability for work by the time stated above, will result in the loss of that day's pay. The use of regular teachers as substitute teachers will be avoided when possible. If regular teachers covered by this Agreement are used as substitutes on an emergency and voluntary basis, that teacher will be compensated at the teacher’s hourly rate.

B. This Agreement supersedes any contrary or inconsistent terms in any individual teacher contracts in effect. All future individual teacher contracts will be made expressly subject to this Agreement.

C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees is found contrary to law, then that provision or application is not valid except as permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Copies of this agreement can be found online under the transparency tab on the district website.

Article 19 – Act of God Days

A. If the Michigan Department of Education or the Michigan Legislature lawfully adopts rules, regulations, or laws which require the make-up of some or all Act of God Days, teachers will receive their regular pay for days which are canceled, but shall work on the required rescheduled days with no additional compensation. The following procedures shall apply:

1. The parties will meet in an effort to mutually agree on when any make up days will occur. If they can't agree, the days will be added to the end of the calendar in Schedule C.

2. If a day is rescheduled and insufficient students attend to count the rescheduled day as a day of instruction, teachers are not obligated to attend a subsequent rescheduled of the day without being paid at their daily rate.

3. If the rescheduled of the days at the end of the school year interferes with a teacher's scheduled return to school to upgrade his or her skills, the teacher may:

    a. Use personal business days or sick leave, or
    b. Apply for unpaid leave time.

4. If the applicable provisions of State law or the Department of Education rules and regulations are rescinded or modified, then the above provisions are null and void.

B. The Board and Association will periodically review changes in regulations, applicable laws, and court rulings pertaining to the implementation of Act of God Days.

Article 20 – Mentors

A. A probationary teacher, for his/her first three (3) years in the District, will be assigned a mentor teacher by the Administration with notice to the Association President.

1. The mentor teacher shall be a teacher.

2. General criteria for mentor selection include:

a. Minimum of five (5) years teaching experience.
b. Same background in major area of instruction (i.e., lower elementary to lower elementary, grade level to grade level, department to department)

Mentors' relationships will be collaborative.

B. Participation as a mentor teacher is voluntary. Appointment is for three (3) years unless either party requests a change, or the building principal decides that the change in the parties' best interests.

C. Mentors are paid One Hundred ($100.00) Dollars for each year of mentoring up to a maximum of four (4) years with anyone (1) probationary teacher.

Article 21 - Teacher Evaluation

1. This Article applies only to a "teacher" as defined in Revised School Code Section 1249.

2. A teacher will be evaluated pursuant to the 5 Dimensions of teaching and learning performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act.

3. The District will measure student growth as 20% of the evaluation.

4. A probationary teacher cannot use the grievance process to challenge any aspect of the evaluation process, including but not limited to observations, the IDP, the mid-year performance review, or assigned rating

5. An alleged violation of this Article is not subject to arbitration in the grievance process. An arbitrator, however, has jurisdiction to consider a grievance brought by a tenured teacher who receives two (2) consecutive ratings of "needing support" pursuant to the conditions in Revised School Code Section 1249.

6. Website posting of required information for the evaluation tool as well as an informational handbook is posted on the transparency site. (The informational handbook is not subject to bargaining nor grievance process.)

Article 22 – Emergency Financial Manager

A. If an emergency financial manager is appointed by the state under the Local Financial and Stability Choice Act, the emergency manager may reject, modify, or terminate this Agreement as provided in that Act. This authority is a prohibited bargaining subject under the Public Employment Relations Act (PERA).

Article 23 – Duration of Agreement

FOR THE BOARD

FOR THE ASSOCIATION

Date: 8/12/24

Date: 8/13/24

SCHEDULE A: SALARY SCHEDULES

2024-2025 – 2% INCREASE/STEP / REMOVE STEPS

STEP	BA	BA+20	MA	MA+20	MA+30
1.00	41,993	43,631	46,034	46,973	48,071
1.50	43,029	44,709	47,172	48,134	49,259
2.00	44,065	45,786	48,309	49,295	50,447
2.50	45,154	46,917	49,503	50,514	51,695
3.00	46,242	48,049	50,698	51,733	52,943
3.50	47,386	49,236	51,952	53,013	54,253
4.00	48,527	50,424	53,206	54,293	55,563
4.50	49,727	51,671	54,522	55,637	56,939
5.00	50,927	52,919	55,839	56,980	58,314
5.50	52,186	54,228	57,222	58,392	59,759
6.00	53,446	55,538	58,604	59,803	61,203
6.50	54,769	56,913	60,056	61,284	62,720
7.00	56,091	58,288	61,507	62,766	64,237
7.50	57,480	59,731	63,034	64,322	65,829
8.00	58,869	61,175	64,556	65,877	67,422
8.50	60,327	62,691	66,156	67,511	69,094
9.00	61,785	64,207	67,756	69,145	70,766
9.50	62,477	64,926	68,515	69,919	71,558
10.00	63,177	65,654	69,282	70,702	72,360
10.50	63,884	66,389	70,058	71,494	73,170
11.00	64,600	67,132	70,843	72,295	73,990
11.50	65,324	67,884	71,636	73,105	74,818
12.00	66,055	68,645	72,439	73,923	75,656
12.50	67,039	69,667	73,518	75,025	76,784
13.00	67,790	70,448	74,341	75,865	77,643

2025-2026 – 2% INCREASE
All eligible advance one step on schedule

STEP	BA	BA+20	MA	MA+20	MA+30
1.00	42,833	44,504	46,955	47,913	49,032
1.50	43,890	45,603	48,115	49,097	50,244
2.00	44,947	46,702	49,275	50,281	51,456
2.50	46,057	47,856	50,493	51,524	52,729
3.00	47,167	49,010	51,712	52,768	54,002
3.50	48,333	50,221	52,991	54,073	55,338
4.00	49,498	51,433	54,270	55,379	56,674
4.50	50,721	52,705	55,613	56,749	58,078
5.00	51,945	53,977	56,956	58,120	59,481
5.50	53,230	55,313	58,366	59,559	60,954
6.00	54,515	56,648	59,776	60,999	62,427
6.50	55,864	58,051	61,257	62,510	63,974
7.00	57,213	59,453	62,738	64,021	65,521
7.50	58,630	60,926	64,295	65,608	67,146
8.00	60,047	62,399	65,847	67,195	68,770
8.50	61,534	63,945	67,479	68,861	70,476
9.00	63,021	65,491	69,111	70,528	72,181
9.50	63,727	66,225	69,885	71,318	72,989
10.00	64,440	66,967	70,668	72,116	73,807
10.50	65,162	67,717	71,459	72,924	74,633
11.00	65,892	68,475	72,260	73,741	75,469
11.50	66,630	69,242	73,069	74,567	76,315
12.00	67,376	70,017	73,887	75,402	77,169
12.50	68,380	71,061	74,988	76,525	78,319
13.00	69,146	71,857	75,828	77,382	79,196

Agreement between
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

2026-2027 – 2% INCREASE
All eligible advance one step on schedule

STEP	BA	BA+20	MA	MA+20	MA+30
1.00	43,689	45,394	47,894	48,871	50,013
1.50	44,767	46,515	49,077	50,079	51,249
2.00	45,846	47,636	50,261	51,287	52,485
2.50	46,978	48,813	51,503	52,555	53,784
3.00	48,110	49,990	52,746	53,823	55,082
3.50	49,300	51,226	54,050	55,154	56,445
4.00	50,488	52,461	55,355	56,486	57,808
4.50	51,736	53,759	56,725	57,884	59,239
5.00	52,984	55,056	58,095	59,282	60,670
5.50	54,295	56,419	59,533	60,751	62,173
6.00	55,605	57,781	60,972	62,219	63,676
6.50	56,981	59,212	62,482	63,760	65,254
7.00	58,358	60,642	63,992	65,302	66,832
7.50	59,803	62,145	65,581	66,920	68,489
8.00	61,248	63,647	67,164	68,539	70,145
8.50	62,764	65,224	68,829	70,238	71,885
9.00	64,281	66,801	70,493	71,938	73,625
9.50	65,001	67,549	71,283	72,744	74,449
10.00	65,729	68,306	72,081	73,559	75,283
10.50	66,465	69,071	72,889	74,383	76,126
11.00	67,210	69,845	73,705	75,216	76,979
11.50	67,963	70,627	74,530	76,058	77,841
12.00	68,724	71,418	75,365	76,910	78,713
12.50	69,748	72,482	76,488	78,056	79,886
13.00	70,529	73,294	77,345	78,930	80,780

Longevity: All teachers shall receive an additional salary as a longevity payment beginning with their fourteenth (14th) year of teaching at Unionville-Sebewaing Area School District. In year 14-24 they will receive $50 per year of service. In years 25+ they will receive $100 per year of service.

Merit Pay: Teachers will receive merit pay based on evaluation scores. An Effective rating will result in a $225.00 lump sum stipend.

Agreement between
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

SCHEDULE B: EXTRA DUTIES

BA Base	24-25 Base	25-26 Base	26-27 Base	Hours
	$ 41,993,00	$ 42,833.00	$ 43,689.00	1,240

DUTY	ADDITIONAL PAY	ADDITIONAL PAY	ADDITIONAL PAY	%	HOURS
Academic Games Advisor HS (per Event for 5 Events)	$ 420	$ 428	$ 437	1.00%	12.40
Agriculture - FFA Advisor	$ 6,299	$ 6,425	$ 6,553	15.00%	186.01
Agriculture Summer (10 days = 80 hours)	$ 31.61	$ 32.24	$ 32.88	0.08%	0.93
Band - Athletic Band	$ 5,459	$ 5,568	$ 5,680	13.00%	161.21
Band - Concert Band	$ 2,100	$ 2,142	$ 2,184	5.00%	62.00
Building Leadership Team (based on 1/3 of teachers)	$ 1,050	$ 1,071	$ 1,092	2.50%	31.00
Choir	$ 2,100	$ 2,142	$ 2,184	5.00%	62.00
Drama Club Advisor	$ 3,359	$ 3,427	$ 3,495	8.00%	99.20
Class Sponsor - Junior or Senior	$ 1,890	$ 1,927	$ 1,966	4.50%	55.80
Class Sponsor - Freshman or Sophomore	$ 945	$ 964	$ 983	2.25%	27.90
Class Sponsor - K thru 8th Grade	$ 630	$ 642	$ 655	1.50%	18.60
Esports Head Coach	$ 1,050	$ 1,071	$ 1,092	2.50%	31.00
Foreign Language Advisor	$ 420	$ 428	$ 437	1.00%	12.40
Lunch Hour Duty Daily Rate per 1/2 Hours	$ 15.81	$ 16.12	$ 16.44	0.04%	0.47
Home Bound Teacher/Tutor/Summer School Teacher	$ 31.61	$ 32.24	$ 32.88	0.08%	0.93
Mileage @ current IRS Rate	Current IRS Rate/Per Mile	Current IRS Rate/Per Mile	Current IRS Rate/Per Mile		
National Honor Society Advisor	$ 1,260	$ 1,285	$ 1,311	3.00%	37.20
People Helping People	$ 1,260	$ 1,285	$ 1,311	3.00%	37.20
Robotics Coach **	$ 1,680	$ 1,713	$ 1,748	4.00%	49.60
Student Council Advisor (Elem/MS)	$ 1,260	$ 1,285	$ 1,311	3.00%	37.20
Student Council Advisor (HS)	$ 1,470	$ 1,499	$ 1,529	3.50%	43.40
Teacher Mentor	$ 100	$ 100	$ 100		
Tuscola County Quiz Bowl Coordinator	$ 840	$ 857	$ 874	2.00%	24.80
Huron County Quiz Bowl Coordinator	$ 210	$ 214	$ 218	0.50%	6.20

Video Board Operator	$ 2,520	$ 2,570	$ 2,621	6.00%	74.40
Yearbook - Senior High Advisor	$ 2,310	$ 2,356	$ 2,403	5.50%	68.20
Yearbook - Junior High Advisor	$ 1,050	$ 1,071	$ 1,092	2.50%	31.00
Work Based Learning Advisor	$ 630	$ 642	$ 655	1.50%	18.60
Extended Day	Individual Rate	Individual Rate	Individual Rate	Per Diem	
Counselor Extended Work Year 25 Days	Individual Rate	Individual Rate	Individual Rate	Per Diem	
Extended Work Year	Individual Rate	Individual Rate	Individual Rate	Per Diem	

**Class sponsor is the full grade

**Robotics will be paid a stipend based on two teams. If any additional/teams may compete the coach may be awarded additional compensation if grant money allows.

DUTY	ADDITIONAL PAY	ADDITIONAL PAY	ADDITIONAL PAY	%	HOURS
Assistant Coach - High School Sports	$ 3,569	$ 3,641	$ 3,714	8.50%	105.41
Basketball Head Coach**	$ 5,039	$ 5,140	$ 5,243	12.00%	148.81
Baseball Head Coach	$ 4,619	$ 4,712	$ 4,806	11.00%	136.41
Cross-Country Coach	$ 3,779	$ 3,855	$ 3,932	9.00%	111.61
Football Head Coach	$ 5,039	$ 5,140	$ 5,243	12.00%	148.81
Junior High Coaches (1 coach)	$ 3,149	$ 3,212	$ 3,277	7.50%	93.00
Junior High Coaches (2 coaches)	$ 1,890	$ 1,927	$ 1,966	4.50%	55.80
Softball Head Coach	$ 4,619	$ 4,712	$ 4,806	11.00%	136.41
Soccer Head Coach**	$ 4,619	$ 4,712	$ 4,806	11.00%	136.41
Track Head Coach*	$ 5,669	$ 5,782	$ 5,898	13.50%	167.41
Volleyball Head Coach	$ 4,619	$ 4,712	$ 4,806	11.00%	136.41
Varsity Cheerleading Coach	$ 1,470	$ 1,499	$ 1,529	3.50%	43.40

*Track Head Coach is for both boys and girls.

** Coaches for boys' and girls' teams received amount listed

Schedule B Payments will be made in 26 or 21 installments.

Athletic Coaches will be paid in 4 installments.

Academic Games Advisor, Foreign Language Advisor and Teacher Mentor paid at the end of the school year. One payment

Club Activities: Include any activity listed in Schedule B USEA Bargaining Agreement which has been determined by Administration and mutually agreed with USEA leadership. These activities will be considered as volunteer position and will be unpaid.

Taxes on Schedule B payments shall be at the IRS nominal rate.

SCHEDULE C: SCHOOL CALENDAR

24-25 School Calendar

AUGUST 2024

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

12, 13, 16, or 19 Floating Work Day
14-15 Professional Development
20 Start of 1st Trimester (60 Days)
1st day for students
29 No School
30 & 2 Labor Day Weekend - No School

SEPTEMBER 2024

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

25 Half day-11:30am
(School Improvement Meetings)

OCTOBER 2024

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

18 No School Professional Develoment Day

NOVEMBER 2024

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

15 Student Half Day- 11:30am
(Half Day, End of Trimester 1- Teachers Work Day)
18 Start of 2nd Trimester (64 days)
27-29 Thanksgiving Break-No School

DECEMBER 2024

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

4 Half day- 11:30am
(School Improvement Meetings)
23-31 Christmas Break - No School

JANUARY 2024

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

1 - 3 Christmas Break - No School
6 School Resumes
20 No School Professional Develoment Day

FEBRUARY 2025

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

5 Half day- 11:30am
(School Improvement Meetings)
14 & 17 Presidents' Day Weekend- No School

MARCH 2025

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

7-Half Day- 11:30
(Half Day- End of Trimester 2- Teachers Work Day)
10 Start of Trimester 3 (57 days)
31 Spring Break - No School

APRIL 2025

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

1- 4 Spring Break - No School
7 School Resumes
18 Good Friday - No School

MAY 2025

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

22 High School Graduation
23 & 26 Memorial Weekend - No School

JUNE 2025

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

5 Last Day for Students
Students Half Day 11:30 am
Teachers' Work Day
6 & 9 Teachers' Floating Work Day

All days indicated by BLACK ITALIC are school days. Dates colored BLUE are school days with special events or half days. Days in RED indicate no school for students. 180 days for students / 186 for staff Days cancelled due to weather will be added to the end of the school calendar.

Half Day 7:55 am-11:30 am

1st Trimester -
August 20 - November 15
60 Days (58 + 2 half days)
2nd Trimester -
November 18 - March 7
64 Days (61 + 3 half days)
3rd Trimester -
March 10 - June 6
56 Days (55 + 1 half day)

180 Student Days
186 Working Days


25-26 School Calendar
AUGUST 2025
11, 12, 13 or 18 Floating Work Day
13-14 Professional Development
19 Start of 1st Trimester (60 Days)
1st day for students
22 No School
29 & 1 Labor Day Weekend - No School
SEPTEMBER 2025
24 Half day-11:30am
(School Improvement Meetings)
OCTOBER 2025
17 No School Professional Develoment Day
NOVEMBER 2025
14 Student Half Day- 11:30am
(Half Day, End of Trimester 1- Teachers Work Day)
17 Start of 2nd Trimester (64 day)
26-28 Thanksgiving Break-No School
DECEMBER 2025
3 Half day-11:30am
(School Improvement Meetings)
22-31 Christmas Break - No School
JANUARY 2026
1 - 2 Christmas Break - No School
5 School Resumes
19 No School Professional Develoment Day
FEBRUARY 2026
4 Half day-11:30am
(School Improvement Meetings)
13 & 16 Presidents' Day - No School
MARCH 2026
6 Student Half Day- 11:30am
(Half Day- Teachers Work Day)
9 Start of Trimester 3 (56 days)
18 Half day- 11:30am
(School Improvement Meetings)
30 -31 Spring Break - No School
APRIL 2026
1 - 3 Spring Break - No School
6 School Resumes
MAY 2026
21 High School Graduation
22 & 25 Memorial Weekend - No School
JUNE 2026
3 Last Day for Students
Students Half Day 11:30 am
Teachers' Work Day
4 & 5 Teachers' Floating Work Day
All days indicated by GRAY ITALIC are school days. Dates colored BLUE are school days with special events or half days. Days in RED indicate no school for students. 180 days for students / 186 for staff Days cancelled due to weather will be added to the end of the school calendar.
Half Day 7:55 am-11:30 am
1st Trimester -
August 19 - November 14
60 Days (58 + 2 half day)
2nd Trimester -
November 17 - March 6
64 Days (61 + 3 half days)
3rd Trimester -
March 9 - June 4
56 Days (54 + 2 half day)
180 Student Days
186 Working Days

SCHEDULE D: BENEFITS SUMMARY

Please see the following links to insurance through NIS Blue Cross/Blue Shield.

NIS Simply Blue 500 - Traditional Plan

NIS Simply Blue - HSA Plan

MESSA - VSP - Vision Plan

MESSA - Delta Dental Plan

Unionville-Sebewaing Area
School District & Board
2203 Wildner Rd.
Sebewaing, MI 48759
Ph. 989.883.2360
Fax. 989.883.9021
www.think-usa.org

USA Middle/High Schools
2203 Wildner Rd.
Sebewaing, MI 48759
Ph. 989.883.2531
Fax. 989.883.9739

USA Elementary School
7635 Unionville Rd.
Unionville, MI 48767
Ph. 989.883.9147
Fax. 989.883.9193

Letter of Agreement

This Letter of Agreement is entered into by the Unionville-Sebewaing Area School District and the Unionville-Sebewaing Educational Association (USEA) which will be attached to the 2024-2027 Bargaining Agreement between the parties.

Medical Insurance Coverage

The District and the USEA have agreed to review medical insurance plans through a competive bidding process in the fall of 2025 to determine the best coverage and cost for employees beginning in January of 2026.

Board President – Mark Zimmer

USEA Negotiator – John Ioannidis

Superintendent – Josh Hahn

USEA Negotiator – Aaron Aikens

8-13-24
Date

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Letter of Agreement

The Letter of Agreement is entered into on behalf of the Unionville-Sebewaing Area School District and the Unionville-Sebewaing Education Association (USEA) and it will be attached to the 2024-2027 Bargaining Agreement between both parties. Both parties agree to the following terms for the entire 2024-2027 Bargaining agreement.

Article IX Leave Pay:

An off-scheduled payment for unused personal business days will be determined by the following factors:

0-3 absences: $700 per year

4-6 absences: $350 per year

These changes have been approved and agreed upon by:

Board President- Mark Zimmer

USEA Negotiator- John Ioannidis

Superintendent- Josh Hahn

USEA Negotiator- Aaron Aikens

Date: 1-9-26