AGREEMENT

BETWEEN THE

GOBLES PUBLIC SCHOOLS

AND THE

VAN BUREN COUNTY EDUCATION ASSOCIATION/ GOBLES EDUCATION ASSOCIATION, MEA-NEA

2023-2024 through 2025-2026

AGREEMENT

This Agreement made as of the date hereinafter set forth effective July 1, 2023, by and between the Gobles Public Schools, Counties of Van Buren and Allegan, Michigan, acting by and through its Board of Education (hereinafter called the "Board") and the Van Buren County Education Association/Gobles Education Association, MEA-NEA (hereinafter called the "Association");

WITNESSETH:

ARTICLE I
PURPOSE AND RECOGNITION

A. The purpose of this Agreement is generally to promote peaceful and orderly relations between the parties to the end that the public's interest in providing a quality educational program for the children of the School District may be realized through the cooperative efforts of the professional staff, including teachers and administrators, who by training and experience are particularly qualified to formulate and implement policies and programs designed to achieve that objective.

B. The Board recognizes the Association as the exclusive bargaining representative of all certified professional personnel (i.e., with current teaching certificate) employed by the Board for grades K-12, for, and within, the regular school term, including certified classroom teachers, certified guidance counselors, certified social workers and certified media specialists, but excluding substitute teachers, teacher aides, supervisory and administrative personnel, and all other employees in respect to rates of pay, wages, hours of employment, or other conditions of employment. The term "teacher", when used hereafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as above defined, and reference to male teachers shall include female teachers.

Certified teachers for the purposes of this agreement shall be defined to include non-certified, non-endorsed classroom teaching personnel as defined in Section 1233b of the Revised School Code.

C. The Board agrees not to negotiate with any teacher organization other than the Association for the duration of this Agreement.

D. The Board and Association recognize that the terms of the Master Agreement will remain in force unless changes are mutually agreed to by the Association and the Board in a written letter of agreement.

ARTICLE II
BOARD RIGHTS

A. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the direction of the activities of its employees within the scope of their employment.

2. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote, and transfer all such employees;

3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;

4. To manage the means and methods of instruction, and duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

5. To develop any type of student instructional schedule that they believe provides the best learning environment for students.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.

B. The Board may consult with the Association, upon the latter's request, concerning any new or modified fiscal, budgetary or tax programs.

ARTICLE III
ASSOCIATION AND TEACHER RIGHTS

A. The Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiating and other concerted activities for mutual aid and protection. The Board and the Association undertake and agree that they will not directly or indirectly discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by law. They will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership or non-membership in the Association, his participation in any lawful activities of the Association or collective negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment. This provision shall in no way be deemed to limit the Association from encouraging or soliciting teachers to join the Association. Membership in the Association shall be open to all teachers regardless of race, color, religion, national origin, age, sex, height, weight, marital status or disability.

B. Nothing contained herein shall be construed to deny or restrict to any teacher rights conferred by the Public Employment Relations Act.

C. The Association shall have the right to use school facilities for meetings provided they do not conflict with any previously scheduled activity. The Association agrees to abide by the rules and regulations established by the Board for use of school facilities. The bulletin boards in the staff lounges will be available to the Association at no expense to the Board for maintenance thereof. Inter-school mail and school mailboxes may be used by the Association to distribute official communications such as notices of meetings, social events and announcements of results of Association meetings or elections. Such communications shall be signed by the Association representatives. No other material shall be distributed by the Association through the school mail services. Production and distribution of materials shall be the responsibility of the Association. The Association shall have the right to distribute information via e-mail and telephone; however, it is understood that all electronic communication could be subject to FOIA. Use of technology for personal reasons should be limited during instructional time.

D. The Board agrees to furnish to the Association upon request the information, namely: A list of teaching personnel with their last known address on file, Board agendas, approved minutes of Board meetings, annual financial audits, school budgets, and membership codes used for state funding purposes.

E. No teacher shall be prevented from wearing insignia pins or other identification of membership in the Association.

F. The Board shall cause an official personnel file to be established and maintained for each teacher in accordance with the following guidelines, namely:

1. A teacher shall have the right to review the contents of his personnel file, excluding teaching credentials, namely, placement papers and confidential statements of recommendation contained therein, and to have a representative of the Association present during such review, provided that the file shall be reviewed in the presence of the administrator responsible for the safekeeping of such file. A teacher must provide twenty-four (24) hours prior notice to view his file. It is understood that the file cannot be viewed on days when the superintendent's office is not open.

2. No material originating after the initial date of employment shall be placed in a teacher's file unless the teacher has been given a copy of such material. A teacher may file a written statement (or other relevant material) concerning such material with the Superintendent, or his designee, within ten (10) workdays following receipt thereof. Failure to file a statement shall not be construed to imply agreement with the contents of such material. If, however, a teacher is in substantial disagreement with the contents of such material, a written statement setting forth the grounds of such disagreement shall be filed within the above time period consistent with state law standards. Such written statement shall not be deemed to be a remedy.

3. Information contained in a teacher's personnel file may not be released to anyone without the written consent of the teacher, except as otherwise permitted by law.

ARTICLE IV
TEACHING HOURS AND CLASS LOAD

A. Each teacher shall be required to report for duty no later than fifteen (15) minutes before student starting times and to open his classroom and be prepared to manage his students.

Middle-Senior High School teachers will remain in their respective classrooms for ten (10) minutes after the student ending time listed below, followed by five (5) minutes during which teachers shall remain in their respective building, except those teachers who have a current extra-duty assignment which requires the supervision of students. Elementary teachers may use the above 15 minutes for any school business within the building. At the conclusion of the above mentioned 15 minutes, teachers will be permitted to leave the building, provided their respective rooms have been cared for. Once each week teachers may be held for meetings, conferences, or other work-connected duties for up to 60 minutes commencing ten (10) minutes after the students ending time with notice thereof given at least one day in advance. This meeting may be held before school as agreed upon by the bargaining unit and administration.

Notwithstanding the foregoing, on Fridays and before scheduled vacation periods, teachers may leave the building ten (10) minutes after student ending times and after their respective rooms have been cared for. Teachers shall make every attempt to meet with parents requesting an after-school conference. In connection with that, the administrator shall not schedule said conference except in emergencies, without prior consultation of the teacher involved.

STUDENT STARTING AND ENDING TIMES

Years	Hours	Elementary	Secondary
2023-2026	1098	8:30 – 3:30	7:30-2:30

It is understood that if it is necessary to meet state requirements, the length of the student day will be increased. The length of the student day and the calendar will be negotiated each year.

B. Each middle and senior high school teacher may be required to teach 6 classes requiring 3 separate preparations in non-related classes or 6 classes requiring 6 preparations in related classes per day and shall have one scheduled preparation period each day equal to the length of a student core class period. A teacher may be assigned additional class preparations with the teacher's approval. Teachers who are asked to give up their conference period will be compensated per Article XXII, Section H.

C. Teachers working full time in the elementary building shall have at least thirty (30) consecutive minutes of planning time per day with a minimum of two hundred (200) minutes of planning time per week. This planning time will be a common grade level planning time unless impractical due to economic conditions. GSRP teachers

shall receive two (2) ten-minute breaks during the school day, one in the morning and one in the afternoon.

D. All teachers, except GSRP teachers, shall be entitled to a duty-free uninterrupted lunch period of 30 minutes for elementary and 35 minutes for secondary, and shall not be required to eat lunch in a building other than that to which he is assigned. If a teacher wishes to relinquish his lunch period for supervisory duty, hall patrol, gym patrol or cafeteria patrol, he may be allowed an equal time free from his routine schedule or be paid an additional sum as specified by the Board of Education and agreed to by the Association. GSRP teachers will have lunch with their students as required by the program.

E. The Board recognizes that consideration must be given to the problem of teacher-pupil ratio for the best interests of all concerned; therefore, class size will be maintained at reasonable levels.

F. During times of parent-teacher conferences, one day of such conferences may, at the discretion of the administration, start at 1:00 p.m. and extend to 8:00 p.m. with one hour for a meal except that any such conference shall not be scheduled on Friday. It is agreed that if both the Association and the administration agree not to have the one hour for a meal that conferences will end at 7:00 p.m. Any secondary in-service program held on the same day as the elementary parent-teacher conference need not conform to the same time schedule and vice versa.

G. Each year the elementary, middle school, and the high school will schedule an Open House Program. This evening program will be limited to one and one half hours and will be scheduled and announced to teachers at least three weeks in advance. Teacher attendance at this program is required. GSRP teachers will be exempt from attending the district open house as long as they have a separate scheduled open house for their students.

ARTICLE V
TEACHING CONDITIONS

A. It is acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end; this provision, however, shall not be deemed to limit a teacher's duties to teaching alone.

B. The Board shall provide all instructional materials necessary for educating the students.

C. The Board shall provide duplicating equipment and materials in each building for the use of teachers in preparing instructional materials.

D. The Board shall provide janitorial service to clean and maintain all classrooms (including boards), lounge and toilet facilities after daily classes are dismissed. Each teacher shall be obligated with respect to the room in which he spends the majority of his time to see that the room is maintained in a tidy condition, namely, to see that at the close of the school day student desks and chairs are properly arranged, windows closed, lights turned off, blinds or curtains left orderly, and boards erased.

E. The Board shall provide the following teaching aids and facilities:

1. Copies, exclusively for each teacher's use, of all texts used in each of the courses the teacher is assigned to teach, provided that such texts shall remain the property of the school and that the teacher shall be responsible for the texts issued to him.

2. Lunchroom, restroom and lavatory facilities exclusively for staff use in each school building.

3. Telephone facilities for school-related professional use; closet space large enough to store coats, overshoes and personal articles; and enough paved parking spaces for all teachers.

4. A separate desk for each teacher, and lockable storage space.

F. Teachers shall not be required to perform scheduled hall patrol duties during lunch period, drive school buses, or collect moneys for milk or lunch.

G. Teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health, safety or well-being, provided, that this provision shall not limit the right of the Board to require teachers to perform the usual and normal requirements of their employment, and provided further that this provision shall not enlarge the Board's civil liability beyond that imposed by the Michigan Worker's Compensation Statute.

H. All teachers shall prepare advance weekly lesson plans that reflect relevant state standard, keeping in mind long and short-range goals which shall be submitted to their respective principals the day prior to the weekend or scheduled vacation period.

ARTICLE VI
PROFESSIONAL ASSIGNMENTS

A. No new teacher shall be employed by the Board for a regular teaching assignment who is not enrolled in an accredited teacher program or does not have a Bachelor's Degree from an accredited college or university, and a provisional, professional, continuing or permanent teaching certificate, and meeting all qualifications required by state and federal law.

B. Pupils are entitled to be taught by teachers who are working within their area of competence, and who are qualified pursuant to state and federal law.

C. It is desirable for teachers to be issued their expected teaching assignments for the forthcoming year as promptly as possible.

ARTICLE VII
VACANCIES, PROMOTIONS AND TRANSFERS

A. Requests may be made by a teacher for transfer to a different class, building or position. Such requests shall be made in writing, one copy of which is filed with the Superintendent and one copy of which is filed with the Association. The application may be set forth the reasons for transfer, the school, grade or position sought, and the applicant's academic qualifications.

B. Any teacher who shall be transferred to a supervisory position and shall later return to a teacher status shall be entitled to retain such rights as he may have had under this Agreement prior to such transfer to supervisory status.

ARTICLE VIII
LEAVES OF ABSENCE

A. Each teacher will be granted twelve (12) days leave of absence per year. Teachers newly employed shall not receive leave allowance until such time as they have actually reported for duty and have provided service for not less than one day. A leave day shall be used at the bargaining unit member's discretion. However, leave days may not be claimed for more than three (3) consecutive days without prior written consent from the building principal. It is also understood that teachers may not combine comp days with leave days for more than three (3) consecutive days off without prior written consent from the building principal. The unused portion of such allowance shall accumulate as leave days up to 120 days. The Board shall furnish a written statement at the beginning of each school year setting forth the total leave credit. It is further understood that at the beginning of each school year, each teacher will be granted twelve (12) leave days even if this causes the teacher's maximum to exceed the 120 day limit. The leave days used during the school year will be subtracted from the accumulated days, plus the twelve (12) new days. It is further understood that teachers may only carry a maximum of one hundred twenty (120) days over from one year to the next.

B. Under conditions of inclement weather, or acts of God for which school has been closed for the day, teachers will not be asked to report to school.

C. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's leave days, provided the teacher does not draw leave pay, from the school district. (Payment may be obtained from worker's compensation or insurance or both.)

D. A teacher may be asked to explain the reason for any leave requested for a school day immediately before or after a holiday or vacation period, and reasonable restrictions may be imposed on requested leave on such days. Other leave requests may be discussed with a teacher if there are concerns regarding such leave.

E. Court Leave. A teacher shall be entitled to leave for (1) jury service, or (2) court appearances when subpoenaed as a witness in connection with any civil or criminal proceedings, or (3) appearances before a governmental tribunal when subpoenaed as a witness on a work related matter, which cannot reasonably be scheduled outside of the work day. There will be no entitlement to Court Leave when the court appearance is related to the teacher's employment other than with the Gobles Public Schools.

The teacher shall be entitled to receive regular compensation, without deduction of leave days, less any fees paid. The teacher shall return to his duties whenever his attendance is not actually required and shall give the Board reasonable notice of the anticipated Court or Tribunal schedule in order to avoid the unnecessary use of substitute teachers.

A teacher shall not be entitled to leave in local tenure or grievance proceedings, which proceedings shall be scheduled outside of the normal school day; however, it is mutually understood and agreed that where a hearing has been scheduled by the Michigan Tenure Commission or the American Arbitration Association during the normal school day and one or more teachers are subpoenaed as witnesses, such teachers shall receive their regular compensation and the Association shall reimburse the Board for compensation paid by the Board to substitute teachers.

F. Professional Business. At the beginning of every school year, each teacher may be granted time to be used for the teacher's professional business which will not be charged against his leave allowance. Professional business days may be used for any educational purpose upon the approval of the administration. The teacher planning to use a professional business day shall apply on the prescribed form at least one week in advance of his absence, however, shorter notice may be given if the situation does not permit one week's notice. Professional business days shall be used for the purpose of, 1) visitation to view other instructional techniques or programs, 2) conferences, workshops, or seminars conducted by colleges, universities and the Michigan and National Education Associations and/or affiliate departments thereof. The teacher may be requested to file a written report, within one week of his attendance at such visitation, conference, workshop, or seminar.

Article IX
Leave Bank

A. It shall be the purpose of a Leave Bank to benefit those members of the bargaining unit who must be absent from work due to illness, or a government order for a prolonged period beyond the coverage of their accumulated leave days. Prolonged disability shall be defined as four (4) consecutive weeks with a physician's statement attesting to the incapacity to work.

B. The leave bank is managed and controlled by the GEA. The names of the three (3) Association signatures required to approve leave bank awards shall be filed with the District's Central Office at the beginning of each school year.

C. The leave bank shall be established as follows:

1. At the start of each school year one (1) leave day will be deducted from each member of the association who has been employed by the district for more than two (2) years. Leave days will only be deducted for the Leave Bank at the start of the school year.
2. Members may voluntarily donate up to three (3) additional leave days to the leave bank.
3. Unused leave days in the leave bank will be carried over from one year to the next.
4. When the leave bank has accumulated 100 leave days, teachers will not have any leave days deducted at the beginning of the school year. However, members may still voluntarily donate up to three (3) leave days at the start of the school year.
5. Eligibility to use leave days from the bank shall be determined by the Association, but no teacher may draw from the leave band until s/he has exhausted all of their accumulated leave days, while receiving long-term disability, or workers' compensation.
6. A teacher shall not be eligible to draw more than 90 work days' pay from the sick leave bank without reapplication for individual consideration.
7. Matemity leave is not covered under the leave bank.
8. The Association shall notify the District Central Office of the number of leave days to be used and to whom they are given through a form signed by the Association's leave bank administrators.
9. The Association shall keep a record of the leave bank transactions with a copy in the District's Central Office.

ARTICLE X
TERMINATION PAY FOR UNUSED LEAVE PAYMENT FOR ACCUMULATED LEAVE DAYS OVER THE MAXIMUM AND BONUS FOR PERFECT ATTENDANCE OR LIMITED USE OF LEAVE DAYS

A. Termination Pay For Unused Leave - The Board agrees to pay $30.00 for each leave day up to the limit specified by the Master Agreement upon termination from the School District provided the teacher gives notice by March 1. If the teacher fails to provide notice by March I, then the board will pay $10.00 for each leave day upon termination from the School District under the following provisions:

1. The employee will have had to work for the School District a minimum of ten (10) years.

2. Termination from employment will have to be under normal conditions, provided that if the teacher has felony or tenure charges pending against him/her at the time of resignation the Board will withhold the payment for unused leave days until the outcome of the charges is known. If the charges are dropped or the teacher is found innocent, the Board will pay the teacher for the unused leave days. If the teacher is found guilty, the Board is not obligated to pay the teacher for the unused leave.

B. Payment For Accumulated Leave Days Over The Maximum - The Board also agrees to pay $20.00 for each leave day an employee accumulates over the Master Agreement limit. This payment will be paid at the first paycheck after the close of school in June.

C. Bonus For Perfect Attendance Or Limited Use Of Leave Days-

The Board agrees to pay a yearly bonus of $150.00 to each teacher who does not use any leave days during a school year. If one day is used, the bonus will be $100.00. If two days are used, the bonus will be $50.00.

ARTICLE XI
UNPAID LEAVES OF ABSENCE

A. Unpaid leaves of absence for no more than one year will be granted to one tenure teacher per year, subject to a limit of one such leave for any one teacher during their employment with the Gobles Public Schools. Upon return from such leave, the teacher shall continue with their normal placement on the salary schedule from which they left. Leaves for the following purposes shall commence on June 30 and application therefore shall be made on or before March 1 of the same year.

1. For attendance and study at an accredited institution of higher learning; for the purpose of participating in exchange teaching program in other states territories, or countries; foreign or military teaching programs; and the Peace Corps, Teachers Corps, as a full time participant in such program.

2. For the purpose of serving as an officer of the Michigan Education Association.

B. A military leave of absence consistent with federal and state law shall be granted to any teacher who shall be inducted for military duty in any branch of the armed forces of the United States for the period of that induction.

C. Child Bearing & Leave.

1. A teacher shall be eligible for leave if she has filed a written application for maternity leave within three (3) months prior to the anticipated delivery.

2. The time for the commencement of the leave shall be mutually agreed upon by the Board and the teacher. However, a leave shall not ordinarily be granted prior to the eighth month of pregnancy unless based on a "serious health condition" of the mother or unborn child.

3. Unless the Board and the teacher shall otherwise agree, leave shall terminate as follows, namely:

   a. Leaves commencing after the beginning of the school year and prior to the beginning of the second semester shall terminate at the beginning of the next school year.

   b. Leaves commencing after the end of the first semester but prior to the beginning of the next school year shall terminate at the beginning of the second semester in the next school year.

   c. If mutually agreed, the leave shall terminate at the time a teacher is medically released to resume her full professional duties regardless of semester breaks.

4. The Board, at least five (5) months prior to the leave termination date, shall request the teacher to sign and return a commitment to resume her position. Such commitment shall be sent by certified mail to the last known address of the teacher as indicated in her personnel file. If she shall fail to sign such agreement at least two (2) business weeks prior to the leave termination date, this failure shall constitute rebuttable evidence of job abandonment, and the employment of such teacher shall be terminated.

5. Leave shall be without pay. The teachers shall advance on the salary schedule in accordance with the provisions of Article XXII, Section G.

6. Upon the written application of a teacher, the Board may terminate a leave prior to its expiration.

7. The Board shall provide a child-care leave consistent with the Family and Medical Leave Act.

D. Illness/Childcare. An employee on a leave of absence without pay is considered on the inactive payroll and, as such, is not entitled to the benefits under this contract except as may be required by law. An employee who fails to notify the employer of her or his intent and availability to return to work within five (5) days of the end of the leave shall be determined to have voluntarily resigned.

I. Any employee whose personal illness extends beyond the period compensated by sick leave may be granted a leave of absence without pay and fringe benefits for such time as may be necessary for complete recovery from such illness, expect the limit of such leaves shall be one (1) year from the last day the employee worked. The school may require verification from a medical authority of the school's choice as to the need of the employee for such extended leave.

Applications for leave of absence must be submitted in writing to the Superintendent's Office for approval prior to the starting date of such leave. Upon return from illness leave of absence, the school shall have the right to require verification from a medical authority of the school's choice as to the employee's fitness to return. The cost of the above examination will be paid by the school

2. Applications for leave of absence must be submitted in writing to the Superintendent's office for approval prior to the starting date of such leave. A leave of absence shall be granted to an employee upon the presentation of a physician's statement indicating the employee is unable to perform essential job functions due to illness or disability. The employee, if eligible, shall be entitled to such unpaid leave of absence in compliance with the regulations under the Family and Medical Leave Act. Upon return from a leave of absence, the school shall have the right to require verification from the employee's physician as to the employee's fitness to return to work.

After cessation of illness or disability and upon presentation to the Superintendent's Office of a physician's statement indicating that the employee is able to return to work and is able to perform essential job functions, the employee shall be permitted to return to work as required by law in a position to be determined by the district.

If the expiration date of the employee's leave falls during a period of time the employee does not work (summer), the leave will continue until the employee is asked to report to her supervisor.

Failure to report as scheduled will result in termination.

A leave of absence for illness or disability may be extended for an employee filing a request at least thirty (30) days prior to her scheduled return date, provided that said request is accompanied by a physician's statement setting forth the medical necessity for such extension.

3. An employee may apply for an unpaid leave of absence for reasons of child care or adoption. Such leave shall be granted to the extent that the employee is eligible under the Family and Medical Leave Act. The duration of this leave of absence shall not extend beyond twelve (12) months after the date of birth or adoption of the child, as is applicable.

E. An unpaid short term leave of absence shall be granted to teachers who are officers or agents of the Michigan Education Association and Van Buren County Education Association/Gobles Education Association, MEA-NEA, not to exceed ten (10) school days per year. These leave days shall not be deducted from the members' leave day account. Substitute costs shall be reimbursed by the GEA.

ARTICLE XII
ACADEMIC FREEDOM

A. The parties seek to educate young people in the democratic tradition to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.

B. Academic freedom shall be guaranteed to teachers to present and interpret facts and ideas concerning man, human society, the physical and biological world and other branches of learning in an objective, fair, and impartial manner and without the teacher attempting to impose his personal or partisan views in areas subject to varying interpretations or beliefs or subject to controversy.

C. The Board reserves the right to determine the level of suitability and appropriateness of the topics and subjects provided by teacher to student.

ARTICLE XIII
SPECIAL STUDENT PROGRAM

The parties recognize that children having special physical, mental and emotional problems may require specialized classroom experiences as determined through the individualized education program team process. Special attention may, when deemed appropriate, be given to adjusting class size where special students are placed in a regular classroom. Special education students, discipline problems, and retained students shall be carefully screened and evenly distributed among the classrooms to the extent determined feasible by the administration.

ARTICLE XIV

PROFESSIONAL BEHAVIOR

A. A teacher who is in substantial disagreement with the contents of any material placed in his personnel file wholly unrelated to discipline, evaluation, layoff, recall, placement or any other prohibited subjects of bargaining, and done so after the date of initial employment may file a grievance in accordance with the procedures set forth in this Agreement, subject, however, to the following limitations and guidelines, namely:

1. A teacher may not proceed to Step 2 of the grievance procedure without the expressed approval of the Executive Committee of the Association.

2. If the Executive Committee agrees that the grievance may be pursued, then and in that event the Association shall first refer the matter to a hearing panel, as hereinafter defined, within ten (10) work days from the date on which the teacher filed with the Superintendent, or his designate, a statement setting forth the ground of his disagreement as provided in Article III, F.

3. The hearing panel shall be comprised of the Superintendent, who shall be the convener, an Association representative selected by the Association subject to the approval of the teacher, the teacher's Principal, and a representative of the Board of Education selected by the Board. The teacher shall have the right to be in attendance and to speak on his own behalf.

4. Within ten (10) work days after the matter is referred to the hearing panel, the convener shall schedule a hearing, the purpose of which shall be to review the grounds of the teacher's disagreement and to provide an opportunity for the parties to reach an understanding and/or to make whatever adjustments are deemed appropriate under the circumstances.

5. Any understanding reached or adjustments made shall be reduced to writing by the Superintendent, or his designate, within ten (10) work days, a copy of which shall be given to each person in attendance at such hearing. If the teacher is satisfied with the results of the hearing, a copy may be placed in the teacher's personnel file at the teacher's request.

6. If the teacher is not satisfied with the results of the hearing, the teacher, within ten (10) work days from the date of the hearing, or receipt of the written statement from the Superintendent, or his designate, whichever is later, may with the concurrence of the Association, pursue the grievance beginning at Step 2. A copy of the written statement shall be made a part of the grievance file.

ARTICLE XV
CERTIFICATION, QUALIFICATION AND SENIORITY

A. The words and phrases as used in this Article and as hereafter set forth shall have the following meanings:

1. "Certified teacher" means a teacher who holds a valid Michigan elementary or secondary certificate, including requisite endorsements, or an approval or vocational authorization issued by the State Board of Education which authorizes the holder to teach or provide professional services at the level(s) and in the subject area(s) identified on the face of the certificate, or the approval or authorization.

2. "Qualified teacher" means a certified teacher, a teacher otherwise qualified by state law, within the meaning of No Child Left Behind and the Revised School Code.

--Elementary (K-5 Self-Contained Classroom) holds a valid elementary certificate. Teachers of special subjects, as hereinafter defined, shall be deemed eligible for assignment to self-contained classrooms, provided that they meet the requirements herein provided.

--Elementary (Special Subjects) holds a valid K-12 certificate or elementary certificate together with a major or graduate degree in the special subject(s) as hereinafter defined.

--Secondary (Grades 6-8) holds a valid elementary and/or secondary certificate, provided, however, that a teacher assigned to grade 6 shall possess a valid elementary certificate or middle school certificate endorsement, has a major or minor, or not less than fifteen (15) semester hours, in the particular subjects or professional activity comprising the assignment, or has one (1) or more semesters of satisfactory classroom experience in grades 6-8 within the five (5) year period immediately preceding the effective date of the proposed assignment.

Notwithstanding the foregoing provisions, a teacher will be considered qualified for one (1) school year if such teacher has at least nine (9) semester hours in the particular subject(s) or professional activity comprising the assignment and provides satisfactory evidence of enrollment in an accredited college or university for the purpose of satisfactorily completing at least six (6) additional semester hours within the ensuring calendar year in order to meet the minimum fifteen (15) hour requirement.

--Secondary (Grades 9-12) holds a valid secondary certificate together with a major, minor or endorsement in the particular subject(s) comprising the assignment, or in the case of a teaching assignment not requiring specific certification (such as computer classes), a valid secondary certificate and one (1) or more semesters of satisfactory classroom experience within the five (5) year period immediately preceding the effective date of the proposed assignment.

--Secondary (Special Subjects) holds a valid certificate appropriate to the grade level assignment.

B. The Board shall maintain an up-to-date seniority list, a copy of which shall be furnished to the Association within thirty (30) calendar days after the beginning of the school year. The seniority list as furnished shall be conclusively deemed to be accurate unless the Association shall inform the Board of any errors within thirty (30) calendar days after receipt of such list. The names of all teachers in the bargaining unit at the time of preparation of the seniority list shall be listed in order of their service dates, starting with the teacher with the greatest amount of seniority at the top of the list. If two (2) or more teachers have the same service date, the last four (4) digits of their social security number shall be used in determining their respective positions on the seniority list, with the teacher having the smallest number being assigned greatest seniority. "Service date" as used herein is the date on which the teacher first provided professional services for the Board under a written contract of employment, exclusive of any extra-duty assignment, since any break in service. A "break in service" shall be defined as termination of employment.

RTICLE XVI
CONTINUITY OF OPERATIONS

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in any strike, as defined by Section I of the Public Employment Relations Act.

ARTICLE XVII
SPECIAL AND STUDENT TEACHING ASSIGNMENTS

A. The Board agrees to use its best efforts to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number or website they may

contact before 7:00 a.m. to report unavailability for work. Once the teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher

B. Teachers who voluntarily accept the assignment of a student teacher shall be known as a Supervisory Teacher. Supervisory teachers of student teachers shall be tenured teachers. The supervisory teacher shall possess a minimum of a Bachelor's Degree in academic preparation. Assignments of student teachers shall be made in their major or minor fields.

C. Supervisory Teachers of student teachers shall work directly with the University program coordinator and school administration in developing extensive opportunities for the intem teachers to observe and practice the arts and skills of the profession.

D. The Association agrees to accept intern teachers as honorary members during their internship period and include them in appropriate meetings and activities of the Association.

E. The Board agrees to provide intern teachers upon request a copy of the most recent accrediting report, guides, building policies, and a copy of this Agreement to assist them during this period.

F. The Board shall disclose the amount received from the University placing student teachers. Monies made available to the district by the placing University shall be administered, subject to approval by the Board, by a joint committee composed of the University coordinator, supervisory teachers, and a representative of the Board in a manner determined by the majority of the committee. The following areas are suggested: in-service training programs, released time, and materials and equipment.

G. The Supervisory Teacher shall file a written report and evaluation with the University coordinator and the administration according to the standards set by the placing University.

ARTICLE XVIII
STUDENT DISCIPLINE AND TEACHER PROTECTION

The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom, and the following provisions shall be interpreted accordingly.

A. Whenever it appears that a particular student requires the care of professional counselors, social workers, law enforcement personnel, or other professional persons, reasonable steps will be taken to relieve the teacher from performing such care.

B. A teacher shall have the right to use such physical force as may be necessary to take possession from any pupil of any dangerous weapon carried by him or as may be necessary to maintain proper discipline over the pupil.

C. Any case of physical assault upon a teacher shall be promptly reported to the Principal. The Board, or its designated representative, will counsel and advise the teacher of his rights and obligations with respect to such assault and will render reasonable assistance to the teacher in connection with the handling of the incident through law enforcement agencies.

D. The Board shall adopt one or more policies setting forth guidelines governing the use of corporal punishment and for the suspension and expulsion of students.

E. The Board will consider, at its discretion, the reimbursement of teachers for any loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises.

F. A teacher may exclude a pupil for one (1) class period when the disruptive effect of the pupil's behavior seriously interferes with the teaching-learning process. In such cases, the teacher will furnish the principal, as promptly as possible but not later than the end of the next work day, full particulars of the incident in writing.

G. It is hereby recognized that in an effort to maintain high standards of student discipline, it may be necessary to keep students at school for a period of time after the normal dismissal time. In order to enable all teachers to better cope with their own discipline problems, each teacher desiring students to stay after school shall be required to exert direct scrutiny and control of their students for the entire period of their detention, unless otherwise directed by an administrator or unless a supervised detention room, which the Board will endeavor to maintain as needed, is available to which a teacher may refer a student. Each teacher detaining students will provide a written notice to the principal's office relative to their names and reasons for their detention immediately after the close of the school day.

ARTICLE XIX
PROFESSIONAL GRIEVANCE PROCEDURE

A. Definitions.

1. A "grievance" is a claim based upon an alleged violation of the terms of this Agreement.
2. The "aggrieved person" is the person or persons making the claim.
3. A "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
4. The term "days" shall mean days the superintendent's office is open.
5. The Grievance procedure shall not apply to any event or transaction in which the Association and/or any teacher has commenced a proceeding before any state or federal court, administrative agency or tribunal.
6. All information forming the basis for a grievance action shall be made available to the teacher and the Association, if such teacher requests that such information be made available to the Association.

B. Purpose.

Any teacher, group of teachers or the Association believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may file a written grievance with the Board or its designated representative for the purpose of securing, at the lowest level possible, equitable solutions to the problem of the parties.

C. Structure.

1. There shall be selected by the Association one or more Association Representatives for each building who shall be made known to the Administration.
2. The Association shall establish a grievance committee. Association representatives shall be members of the grievance committee. In the event that any member of the grievance committee is a party of interest to any grievance, he shall disqualify himself and a substitute shall be named by the Association, if necessary.
3. The building principal or persons designated by the administration shall be the administrative representative when the grievance arises in that building.
4. The Board hereby designates the superintendent as its representative when the grievance arises in more than one school building.

D. Procedure.

A teacher who believes a violation of this agreement has occurred shall first discuss the matter with his building principal with the objective of resolving the matter informally.

Step 1:

If the matter is not resolved informally, the teacher shall file a formal grievance on the form set forth in Appendix E signed by the grievant and a representative of the Association with the building principal within fifteen (15) days of the event on which the grievance is based.

a. Within 7 days of receipt of the grievance, the above designated administrator shall meet with the aggrieved person either individually, or together with his Association Representative, or alone with the Association Representative in the aggrieved person's absence.
b. Within 7 days after the meeting, the administrator shall state his decision in writing, and furnish a copy thereof to the teacher and the Association.

Step 2:

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within 7 days after the previous meeting, the grievance shall be deemed denied and then the grievance may be appealed by the Association in writing to the Superintendent of schools within 7 days after the decision in Step 1 is given or is required to be given if none is given.

a. Within 5 days of receipt of the grievance, the superintendent shall meet with the Association representative alone or together with the aggrieved person, if the aggrieved person desires.
b. Within 7 days after the meeting, the superintendent shall state his decision in writing, and furnish a copy thereof to the teacher and the Association.

Step 3:

If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within 7 days after the meeting prescribed in Step 2, an appeal may be filed in writing by the Association with the Secretary of the Board of Education within 7 days after the decision is Step 2 is given or is required to be given if non is given. The Board, no later than its next regular meeting or two calendar weeks, whichever shall be later, shall review such grievance, or hold a hearing on the grievance, or give other consideration as it shall deem appropriate. Disposition of the grievance by the Board in writing shall be made no later than 7 days thereafter. A copy of such disposition shall be given to the teacher and the Association.

Step 4:

If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made and the Association wishes to continue with the grievance, notification of same will be submitted to the Board within seven days following completion of Step 3, the grievance may be submitted to arbitration before an impartial arbitrator. If the parties cannot agree as to the arbitrator within five calendar days from the notification date that arbitration will be pursued, he shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. The Board and the Association

shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction.

E. Rights to Representation.
A teacher has the right to be represented at any step in the grievance procedure by the Association and/or an attorney of his own choice.

F. Miscellaneous.

1. A grievance may be withdrawn at any level without prejudice or record. However, if in the judgment of the Association Grievance Committee, the grievance affects a group of teachers, the Grievance Committee may process the grievance at the appropriate level.
2. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of participation by the Board or Association.
3. All documents, communications, or records dealing with a grievance shall be filed separately and shall not be made the part of any teacher's personnel record in the event the teacher leaves the system.
4. The expense of the American Arbitration Association shall be shared equally by the Association and the Board.
5. The time limits provided in this article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is field after May 15th of any year and strict adherence to the time limits may result in hardship to any party, the Administration shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
6. If either party wishes to challenge the arbitrability of a grievance, they may request a pre-arbitration hearing through the American Arbitration Association to determine whether the grievance is appropriately suited for an arbitration ruling as per the guidelines of the master agreement.

ARTICLE XX
NEGOTIATION PROCEDURES

A. Negotiations must start no later than April 15, 2026, the parties shall initiate negotiations for the purpose of entering into a successor agreement.

B. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations. The parties may consider any recommendation made by the Contract Advisory Committee. There shall be three signed copies for purposes of record: one retained by the Board, one by the Association, and one by the Superintendent.

C. A teacher requested by the Board to be engaged during the school day in negotiating for a contract on behalf of the Association with any representative of the Board, or requested by the Board to participate in any professional grievance negotiation, shall be released from regular duties without loss of salary; provided, however, the Board shall be entitled to hold all negotiations after regular school hours.

ARTICLE XXI
SCHOOL CALENDAR

A. The negotiated calendar for 2023-2024, 2024-2025, 2025-2026 is included in Appendix D.

1. Teachers will not be required to report on days schools are closed for students due to inclement/act of God days.

2. Teachers will be paid for the days the district is closed for inclement/act of God days, but will not be paid for the days worked as make-up due to inclement/act of God days.

3. One or two winter break days may be scheduled.

4. Inclement/Act of God Day Make-Up - To the extent required by law, inclement/act of God days will be made up in a manner to be agreed upon by the Board and the GEA.

5 The school calendar must reflect current state law regarding hours and days of instruction as well as teacher professional development. GSRP teachers will make every effort to attend teacher professional development. However, if a scheduling conflict occurs due to the rules of the program, GSRP teachers may be excused from attending the professional development. It is understood that GSRP teachers will either make up the district professional development or provide documentation that they have received the required hours of professional development from another source.

6. The calendar for GSRP teachers may vary from the district calendar. It is expected that they will have the same number of workdays as K-12 teachers; however, student days will vary.

B. Teacher new to the system may be required to work two (2) additional days prior to the beginning of the teacher contract year.

C. On days when the starting time is delayed, teachers must report and be ready to receive students thirty (30) minutes prior to the announced delayed starting time.

D. The Parent/Teacher Conferences may be changed within the following parameters:
1. There will be two (2) P/T Conference times; one in the fall and one in the spring.
2. The maximum P/T Conference hours will be 7-1/2 hours in the fall and 7-1/2 hours in the spring beyond normal work hours.
3. One hour will be provided for teacher's lunch and dinner as per past practice, unless both the administration and the Association agree to eliminate this time for meals.

4. There will be no school for teachers or students the Friday after P/T Conferences if there are two (2) or more P/T Conference periods after 4:00 p.m. during that week.
5. P/T Conferences will be held on no more than three (3) different days during the Fall and three (3) different days in the Spring.
6. P/T Conferences will not go beyond 8:00 p.m., 7:00 p.m. if there is no break for a meal.
7. Secondary and elementary P/T conferences may be held on different days.

ARTICLE XXII
PROFESSIONAL COMPENSATION

A. The basic salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement. For 2023-2024, 2024-2025, 2025-2026, teachers will advance one step and receive appropriate lane changes. There shall be a 1% on schedule raise in 2024-2025 and a 1% on schedule raise in 2025-2026 up to $74,545. After teachers reach $74,545, then the longevity steps shall begin (Refer to Longevity Step in Appendix C). It is understood by both the Association and the Board that teachers will remain at this pay level until a new agreement is negotiated.

B. Pay day will be every other Friday. All teacher's salaries will be paid over 26 pay periods. Insurance premiums that are the responsibility of the teacher, shall be deducted from the first two paychecks of each month.

C. Participation in P.T.O. and achievement nights, is considered part of a teacher's professional responsibility and is encouraged although attendance is not mandatory.

D. Upon hiring a new teacher to the school system, the Administration shall give credit on the salary schedule for prior experience in accredited public or private schools up to a maximum of ten (10) years, provided the experience would be considered beneficial to the District and the teacher can prove teaching competence and certification for the grade level or field of activity for which the applicant is applying. Non-degree credit for experience or experience in addition to five years shall only be granted at the discretion of the Superintendent and the Board. Placement shall be one step on the salary schedule above the total years experience allowed.

1. For purposes of clarifying the intent of the first sentence of Article XXIII, Section D, the parties agree that the phrase "prior experience" shall refer to full-time teaching under contract during a regular school year.

2. Credit for prior experience in excess of five (5) years, for prior partial years of experience and for prior part-time experience will be negotiable between the teacher and the Board and will be mutually agreed to prior to employment.

3. The Board will provide to all teacher interviewees a copy of the current salary and fringe benefit schedule, together with a copy of the "Prior Experience Credit" provision as set forth in a certain Settlement Agreement dated November 21, 1989 between the Board and the Association.

4. The Board will provide the Association President within two (2) weeks after the employment of a teacher the following information:

    - Step Placement on the salary schedule
    - Annual salary

- Teacher's previous experience

E. Changes in Salary Schedule Due to Earned Credit Hours or Issued Degree

1. Changes in category of salary schedule placement are only done prior to the first pay of first or second semester.

2. The teacher shall submit a written request to move to a different category on the salary schedule prior to the beginning of the semester with changes made only after completion of BA+18 hours, MA degree, and MA+15 hours.

3. The written request should state the salary schedule move requested, the date the credit hour requirement is/will be completed, or the date the degree will be issued.

4. The request should be accompanied by document from the issuing college/university confirming the date and number of earned hours or the date the degree was/will be issued (the official document may be a signed letter from the registrar's office, an official or unofficial transcript, or a copy of the diploma).

5. The teacher will be placed on the new step of the salary schedule requested the first semester following the date of completion of the required hours (for BA+18 or MA+15) or the date of issuance/awarding/graduation for the MA degree.

6. It is the responsibility of the teacher to submit an official transcript showing the date and the number of credit hours earned (for the BA+18 or MA+15), or the date and the degree completed (MA) within 30 days of the written request.

7. If an official transcript is not submitted within 30 days, the teacher will be moved back to their former step and the difference in pay shall be repaid to the district. The teacher must re-apply for a placement change in category of the salary schedule prior to the beginning of the next semester

F. Extended Contracts and Non-Professional Assignments.

1. The Board and Association may mutually agree to enter into extended individual contracts covering workdays in addition to the regular calendar. These additional days will be limited to ten (10) days per school year per teacher, except as the Board and the Association shall otherwise agree. The work performed during this time will be of a professional nature similar to the work performed by teachers during the school year. The teachers shall be entitled to additional compensation for such services on a pro rata basis.

2. The Board may contract for the non-professional services of a teacher for the performance of non-professional assignments on such terms as the Board and the Association may mutually agree. Additional compensation received by the teacher shall terminate upon the completion of the assignment. The teacher shall not have tenure rights as to any such assignment.

G. Salary Schedule Advancement Criteria. The parties agree that the following guidelines shall be used in determining when part-time and part-year teachers employed by the Board advance on the salary schedule.

1. Full-Step Advancement. A teacher employed under contract who provides services for at least fifty percent (50%) of a regular school year and whose daily work load is in excess of fifty percent (50%) of a full-time teacher shall advance one (1) full step on the salary schedule for each such year or part-year of service.

2. One-Half Step Advancement. A teacher employed under contract, other than a teacher subject to paragraph A above, who provides services for a least twenty-five percent (25%) of a regular school year and whose daily workload is twenty-five percent (25%) or more of a full-time teacher shall advance one-half (1/2) step on the salary schedule for each such year or part-year of service.

H. Teachers substituting during conference periods. All regularly employed teachers in the Gobles School District when asked to give up their conference period for the purpose of serving as a substitute teacher may select either one of the options listed below:

1. Be paid for this service as currently practiced which is 1/6 of the regular substitution pay per hour, on the next scheduled pay period.

a. Be paid for this service at the end of each semester and/or school year. The hourly rate of pay will be 0.2222 of the current year daily substitute pay rate.

b. Be given one day of released time after completing six (6) hours of substitute teaching during their conference period. The day of released time may be used for any purpose deemed necessary or appropriate by the teacher with at least a three (3) work day advanced notice to the District, except in cases of emergencies. The specific day of released time must be mutually agreed to by the teacher and the Administration. A teacher who has earned one (1) day of released time must use this day or be paid for this day at the regular substitute teacher rate of pay by the end of each school year. A teacher with less than six (6) hours of released time, at the end of a school year, will be paid for this time based upon the hourly substitute teacher rate of pay which exists at that time.

2. To minimize both the amount of time a teacher is out of the classroom and

the need for a substitute teacher, the District agrees to allow a teacher to use one (1) or two (2) hours of comp time at the beginning or end of the school day, or one (1) hour at a time during a school day, to accommodate personal scheduling needs. Teachers should file these requests with the building secretary with as much advance notice as possible.

3. At the end of the school year, teachers will need to verify their comp time and then request the number of comp hours to roll over to the next school year and/or how many comp hours to be paid.

I. The District will meet the statuary requirements of section 1250 of the Michigan Revised School Code.

ARTICLE XXIII
HEALTH INSURANCE

A. During the 2023-2024, 2024-2025, and 2025-2026 school year each employee who enrolls in MESSA PAK A (health insurance) shall pay any amount above the hard cap set by the State of Michigan of the annual health insurance premium. The Board will contribute no more the State mandated hard cap amount towards the respective member's annual member health insurance premium. The hard cap will increase on January 1st to the new state mandated hard cap for each year 2024, 2025, and 2026.

The Board will pay one hundred (100) percent towards any additional insurance listed in part F.

The employer shall provide a Premium Contribution Plan, which permits a member's contributions towards premiums to be paid with pretax dollars.

The employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code. Bargaining unit members electing to use the Premium Contribution Plan shall do so through a Salary Reduction Agreement and payroll deduction.

B. Teachers not electing to take any health insurance may participate in the PAK B Plan and will receive a cash option in lieu of benefits. The cash amount shall be one hundred fifty ($150.00) per month.

C. The employer shall formally adopt a qualified plan document which complies with Section 125 of the Internal Revenue Code. Teachers may use this money for MESSA options upon completion of the appropriate application forms, or a specified amount may be applied through a Salary Reduction Agreement by the bargaining unit member towards MPSERS Tax Deferred Plan (TDP), MEA-FS Tax Deferred Annuities (TDA), or other non-taxable options provided by any Board approved annuity company. All selections may be payroll deducted. No premium "smoothing" between members shall be allowable.

D. There shall be no duplication of health coverage in the event more than one member of the same family is employed in this system as a teacher.

E. Part-time employees shall receive benefits on a pro-rata basis.

F. MESSA PAK Summary

Plan A:

a. Health: Employees will select one of the MESSA health plans available through the VanBuren county consortium.
   Long Term Disability: 66 2/3%
   $5,000 maximum
   90 Calendar Days – Modified Fill

COLA – No
Alcohol/Drug Waiver – Same as any other Illness
Mental Nervous Waiver – Same as any other Illness
5% Minimum Payout
Pre-existing Condition - Yes
Social Security Offset – Primary
SS Freeze - Yes
2 Year Own Occupation

b. Negotiated Life: $20,000 with AD&D
c. Vision: VSP- 3 G
d. Dental: 80/80/80: $1,500 Annual Max.
Orthodontics 80%
$1200 Class IV Lifetime Max.
Two Cleanings Per Year, Sealants

Plan B (for employees not electing health insurance):

Long Term Disability: Same as above
Negotiated Life: Same as above
Vision: Same as above
Dental: Same as above

G. The District is a member of the Van Buren County Health Consortium with open enrollment and implementation. Teachers will be allowed to select any health plan offered by the consortium. The District's share of the premium for any health insurance plan shall remain as defined above in section A.

ARTICLE XXIV
PAYROLL DEDUCTION

A. The Board shall make payroll deductions upon written authorization from teachers for annuities, charitable donations, and approved banking institutions.

1. Teachers may continue to have payroll deduction for MESSA and MEAFSA non-taxable benefits.

ARTICLE XXV
PROFESSIONAL ADVISORY COMMITTEE

A. Purpose. It is the objective of the parties:

1. To improve the communication between the Board and the teacher, and

2. To provide for appropriate participation by teachers in the development of recommendations for the consideration of the Board in all areas in which the teachers have professional responsibilities, including but not limited to a review of the teacher evaluation instrument and the Faculty Handbook.

There is therefore established an advisory committee to be known as the "Professional Advisory Committee".

B. Committee Composition. The Association shall select an elementary teacher, a middle school teacher and a high school teacher to serve as members of the Committee. The Board shall also appoint three (3) regular members, at least one of whom shall be a member of the Board. Additional representatives may participate on behalf of either party as resource persons and if the President of the Association or the Superintendent are not regular members, they shall be ex-officio members.

C. Rules and Procedures. The Committee shall establish its own rules and procedures provided that the Committee shall:

1. Meet as needed.

2. Designate a secretary, who need not be a member of the Committee. The secretary shall prepare minutes for each meeting and shall furnish a copy of such minutes to each member.

3. Designate a chairman, who need not be a member of the Committee. If the parties are unable to agree on a chairman, each party shall designate a chairman, which chairmen shall preside at alternative meetings.

4. Make recommendations to the Board in writing. If the recommendations of the Committee are not unanimous, any member of the Committee dissenting from the views of the Committee shall have the right to attach to the recommendation of the Committee, the recommendations of such member or members. Except as the Committee shall provide a longer time, the Board of Education shall make a determination in writing within eight (8) weeks from the receipt of the written recommendations.

5. Members of the Committee shall participate in its proceedings as representatives of the entire community and without regard to or identification with the appointing party.

6. The Committee may, from time to time, establish such subcommittees as it may deem appropriate provided that at least one member of the Advisory Committee shall be a member thereof.

ARTICLE XXVI
MISCELLANEOUS PROVISIONS

A. Contract Advisory Committee. It is mutually agreed by the parties that a serious and joint effort should be made to review the terms and conditions of this Agreement for the sole purpose of recommending revisions with respect to form, organization, language and content in order to express more effectively matters of mutual agreement contained herein. To this end the parties hereby agree to establish a committee to be known as the "Contract Advisory Committee".

1. Committee Composition. The Association shall select two (2) members to serve as members of the Committee. The Board shall appoint two (2) members, at least one of whom shall be a member of the Board. If the Superintendent is not an appointed member to the Committee, he shall be an ex-officio member, and the Association shall have the right under such circumstances to select one additional Association member to serve on the Committee.

2. Procedure. The Committee shall:

   a. Meet as needed.

   b. Not be deemed by either party to constitute a vehicle for the purpose of collective bargaining, formal or otherwise.

   c. Make recommendations to their selecting or appointing bodies concerning ways in which the Agreement may be improved, which recommendations shall be advisory only and not binding upon either party unless they conform to the requirements for amendments set forth in Article XXVII, A.

3. Life of Committee. The Contract Advisory Committee shall terminate its existence one (1) day prior to the date on which the first formal negotiating session is held between representatives of the Board and the Association for the purpose of entering into a successor Agreement or the termination date of this Agreement, whichever is earlier.

B. Copies of this Agreement shall be reproduced at the expense of the Board as soon as possible after the Agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

E. No polygraph or lie detector devise shall be used by the Board or the Association in any investigation of any teacher without his consent.

F. An emergency financial manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify or terminate this Agreement as provided in the Local Government and School District Fiscal Accountability Act. This clause is included in this agreement because it is legally

required by state law. By signing this agreement, the Association does not agree or acknowledge that this provision is binding either on the Association or on the employer. The Association reserves the right to assert that this clause in unenforceable.

ARTICLE XXVII
DEFINITIONS AND INTERPRETATIONS

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

B. Any individual contract between the Board and an individual teacher shall be subject to and consistent with the terms and conditions of this Agreement. If inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. This Agreement shall supersede any rules, regulations or practices of the Board or Association which shall be contrary to or inconsistent with its terms.

D. If any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Notification herein required to the Association shall be made in written form to the President of the Association.

F. Gobles Public Schools complies with all Federal laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Gobles Public Schools that no person on the basis of race, color, religion, national origin, age, sex, height, weight, marital status or disability shall be discriminated against, excluded from participation in, denied the benefits of or otherwise be subjected to discrimination in employment or in any program or activity to which it is responsible or for which it receives financial assistance from the U. S. Department of Education.

ARTICLE XXVIII
SCHOOL IMPROVEMENT

A. The Association may appoint one (1) representative to each School Improvement group to act as a liaison between the Association and the groups. This person shall serve as ex-officio without the right to vote unless otherwise agreed to by between the Board and the Association.

ARTICLE XIX
MENTOR TEACHER

A. The mentor teacher will assist a beginning (new) teacher in the following ways:
   1. prepare for his/her daily teaching duties.
   2. adjust to a new school system and community
   3. provide tips, counsel and etc. in classroom management
   4. lesson planning, as needed
   5. attending training sessions for mentor teacher, as needed

B. Selection of the mentor teacher will be made by the building Principal from a pool of teacher volunteers with the application procedure being similar to that for teacher tutors. Appointment of mentors will take place at the beginning of each school year and appointment of the mentor will be for one school year.

C. The mentor will supply a report to the building principal every two (2) months during the school year. The report form and/or delivery methodology will be developed by mutual consent with the Association.

D. The mentor's performance as a mentor will not be used in the mentor teacher's evaluation. The mentor teacher may be evaluated on his performance as mentor teacher separately from his teacher evaluation and the evaluation as mentor will not be part of the mentor teacher's formal teacher evaluation.

E. The mentor will be paid, $471 for 2023-2024, $476 for 2024-2025, and $481 for 2025-2026.

F. Each year during the month of April a committee made up of the Superintendent, Building Principals, and the GEA President may meet to discuss and review this mentor teacher agreement. This meeting may be initiated by either the Board or the Association. During this meeting the participants will submit suggestions to improve or refine the responsibilities of the mentoring process.

ARTICLE XXX
OUTSIDE EDUCATIONAL SERVICES

A. The Board and Association agree that it may be necessary to provide educational services for students which will take place outside of the normal classroom environment. This may include a teacher providing a course of instruction or tutoring services for a student who is at home, in a hospital or other institutional setting, not able to attend the regular classroom, or other situations of a similar nature.

B. In situations, as described above, which require a teacher to teach or tutor a student who is not in a regular classroom setting, and where the duties may include the development of a course of study, administration of that course of study, including assigning work, grading papers, recording completed assignments and assigning a grade, the teacher who shall be selected to teach the course will be chosen and paid in the following manner:

1. At the beginning of each school year, the administration will take applications from current members of the teaching staff who are interested in providing the educational services described above, which may arise during the school year. These applications will be used as a possible pool of applicants for selection of teachers that may be hired for that school year.

2. When the need for educational services has been identified and approved by the administration, the first action will be to offer the position, if approved by the parent/guardians, the student's regular classroom teacher.

3. If the student's regular classroom teacher is not approved for this assignment, the second step taken by the administration will be to select a teacher from the applicant pool to fill this position, providing that the person selected is also approved by the parent/guardian. If a teacher is not approved by the parent/guardian from either the applicant pool or the regular classroom teacher, the administration is authorized to employ any other person they deem appropriate to provide the needed educational services.

4. In cases where the administration must act immediately to fulfill statutory, regulatory, or other mandated educational services, a teacher from any resource deemed appropriate by the administration may be employed to provide the necessary education services.

5. When a current employee has agreed to provide the necessary educational services, a meeting will be held to determine the appropriate and required service to be provided. An Association representative, if requested, will be present during this initial meeting as an attempt to avoid conflict over the conditions of employment, such as teacher work hours, expense reimbursement, and any other issues covered by the master agreement.

C. TEACHERS OUTSIDE OF THE BARGAINING UNIT

1. When the need for educational services has been identified and approved by the administration, the district agrees to follow the sequence outlined in this document to employ a teacher. However, if the teacher employed is not a current member of the Gobles teaching staff, the Association agrees that the individual employed will in no way gain any rights, authority, powers, duties, or privileges either directly or indirectly, i.e., seniority, recall privilege, tenure, and any other similar conditions of employment.

2. When the district employs a teacher who is not a current member of the Gobles teaching staff to provide these educational services, the district is authorized to determine the hourly rate of pay at any amount up to, but not exceeding, the hourly wage paid, as calculated by using the formula included in this document.

D. REIMBURSEMENT

1. The district, with prior approval of the administration, will pay any appropriate and necessary expenses, such as; student supplies, textbooks, mileage at the current district rate, or any other special expenses that may be required.

2. Teachers will be paid for the time they provide necessary educational services on an hourly basis. For the duration of this contract the hourly rates will be: 2023-2024, $27.82/hour; 2024-2025, $28.10/hour; 2025-2026, $28.38/hour.

ARTICLE XXXI
PART TIME, LONG TERM SUBSTITUTE, SUBSTITUTE TEACHERS AND SENIORITY

A. Paragraph B of article I of the current collective bargaining agreement shall remain unchanged.

B. The following definitions shall be incorporated in the agreement as an aid to implementation and interpretation of the agreement:

1. Part-time Teachers being necessary when an odd number of sections exist, employment may be made for such program less than a full day, provided that teachers with a valid certificate and the least amount of seniority shall be placed in the part-time positions. Said teachers shall be members of the bargaining unit, with all rights and benefits of full-time teachers, except that dues, salaries, and fringe benefits will be pro-rated.
2. Long Term Substitute Teacher means a teacher, employed by the school district to replace a regularly employed teacher who is taking a leave of absence. After ninety (90) days, a long-term substitute shall be a member of the bargaining unit with all rights and benefits thereof.

    i. If a teacher is employed as a substitute teacher with an assignment to one specific teaching position, then after sixty (60) days of service in that assignment, the teacher shall be granted, for the duration of that assignment, leave time and other privileges granted to regular teachers by the school district, including a salary not less than the minimum salary on the current salary schedule for the district.

3. Substitute Teacher means a person who is certified to serve as a day-to-day replacement for a regularly employed teacher who may be absent due to accident, illness, personal business, or school business.

C. SENIORITY. The Board shall maintain an accurate up-to-date seniority list, a copy of which shall be furnished to the Association by April 15, of each year. The names of all teachers who have layoff and recall rights at the time of the preparation of the seniority list shall be included.

1. Interpretation. The person with the most seniority shall be determined by the earliest signed date on their individual contract. In case of a tie, seniority will be determined by drawing of lots. If there has been a break in service other than a leave of absence or illness, the date of rehire shall be considered their starting date for purposes of seniority.

ARTICLE XXXII
DURATION OF AGREEMENT

This Agreement shall be effective upon formal ratification by both parties, and shall continue in effect until June 30, 2026. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

VAN BUREN COUNTY EDUCATION ASSOCIATION GOBLES PUBLIC SCHOOLS, GOBLES EDUCATION ASSOCIATION, MEA-NEA COUNTIES OF VAN BUREN AND ALLEGAN, MICHIGAN

VBCEA/GEA, MEA-NEA LOCAL PRESIDENT — DATE: 3/24/23

VBCEA REPRESENTATIVE — DATE: 3/22/2023

PRESIDENT, BOARD OF EDUCATION — DATE: 3/13/2023

SECRETARY, BOARD OF EDUCATION — DATE: 3-13-2023

APPENDIX A

2023-2024 Salary Schedule

Step		BA		BA + 18	Step	MA	Step	MA+15
1		38392		38668		41777		42525
2		40281		40610		43885		44650
3		42166		42537		45991		46777
4		44055		44463		48099		48903
5		45944		46386		50209		51029
6		47832		48307		52314		53155
7		49722		50232		54423		55298
8		51610		52156		56530		57406
9		52966		54091		58635		59533
10		55383		56004		60745		61657
11		57273		57929		62853		63784
12		59160		59854		64961		65915
13		61048		61777		67070		68039
14		61562		62312		69177		70176
15		62816		63557		70561		71568
16		63130		63875		70914		71925
17		63446		64194		71269		72285
18		63763		64515		71626		72647
19		64082		64838		71985		73011
20		64402		65162		72345		73377
21		64724		65488		72707		73744
22		65047		65815		73071		74113
23		65372		66144		73437	23+	74545
24		65698		66475		73805		
25		66026		66807		74175		
26		66356		67141	26+	74545		
27		66687		67476				
28		67020		67813				
29		67355		68152				
30		67691		68493				

2024-2025 Salary Schedule

Step		BA		BA + 18	Step	MA	Step	MA+15
1		38776		39055		42195		42950
2		40684		41016		44324		45097
3		42588		42962		46451		47245
4		44496		44908		48580		49392
5		46403		46850		50711		51539
6		48310		48790		52837		53687

7		50219		50734		54967		55851
8		52126		52678		57095		57980
9		53496		54632		59221		60128
10		55937		56564		61352		62274
11		57846		58508		63482		64422
12		59752		60453		65611		66574
13		61658		62395		67741		68719
14		62178		62935		69869		70878
15		63444		64193		71267		72284
16		63761		64514		71624		72645
17		64080		64836		71982		73008
18		64400		65160		72343		73374
19		64723		65486		72705		73742
20		65046		65814		73069		74111
21		65371		66143		73435	21+	74545
22		65697		66473		73802		
23		66026		66805		74172		
24		66355		67140	24+	74545		
25		66686		67475				
26		67020		67812				
27		67354		68151				
28		67690		68491				
29		68028		68834				
30		68368		69522				

There shall be a 1/2% longevity step increase each year after a member reaches a salary of $74545

2025-2026 Salary Schedule

Step		BA		BA + 18	Step	MA	Step	MA+15
1		39164		39446		42617		43380
2		41091		41426		44767		45548
3		43014		43392		46916		47717
4		44941		45357		49066		49886
5		46867		47319		51218		52054
6		48793		49278		53365		54224
7		50721		51241		55517		56410
8		52647		53205		57666		58560
9		54031		55178		59813		60729
10		56496		57310		61966		62897
11		58424		59093		64177		65066
12		60350		61058		66267		67240
13		62275		63019		68418		69406
14		62800		63564		70568		71587
15		64079		64835		71980		73007

16		64399		65159		72341		73372
17		64721		65484		72702		73739
18		65044		65812		73067		74108
19		65370		66141		73433	19+	74545
20		65696		66472		73800		
21		66025		66804		74170		
22		66354		67138	22+	74545		
23		66686		67473				
24		66989		67811				
25		67353		68150				
26		67690		68490				
27		68028		68833				
28		68367		69176				
29		68708		69522				
30		69052		70217				

There shall be a 1/2% longevity step increase each year after a member reaches a salary of $74545

APPENDIX B for 2023-2024, 2024-2025, 2025-2026

Assignments - Athletic Coaches 2023-2024 Through 2025-2026

Football	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**
Head Varsity	$4,308	$4,520	$4,732	$4,944	$5,157	$5,369
Asst Varsity	$3,231	$3,391	$3,550	$3,708	$3,868	$4,026
JV Football	$3,231	$3,391	$3,550	$3,708	$3,868	$4,026
Asst. JV Football	$2,872	$3,014	$3,155	$3,296	$3,438	$3,580
MS Football	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Basketball						
Head Varsity	$4,308	$4,520	$4,732	$4,944	$5,157	$5,369
JV Basketball	$3,231	$3,391	$3,550	$3,708	$3,868	$4,026
Freshman Basketball	$2,872	$3,014	$3,155	$3,296	$3,438	$3,580
MS Basketball (two coaches)	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Track						
Varsity Track	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
MS Track	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Baseball/Softball						
Head Varsity	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
JV Baseball/Softball	$3,231	$3,391	$3,550	$3,708	$3,868	$4,026
Volleyball						

Head Varsity	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
JV Volleyball	$3,231	$3,391	$3,550	$3,708	$3,868	$4,026
Freshman Volleyball	$2,872	$3,014	$3,155	$3,296	$3,438	$3,580
MS Volleyball (two coaches)	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Wrestling						
HS Wrestling	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
MS Wrestling	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Cheerleading						
Varsity Cheer Fall	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
Competitive Cheer	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
MS Cheer Fall	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Competitive Cheer MS	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Cross Country						
HS Coach	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
MS Coach	$2,513	$2,638	$2,761	$2,885	$3,008	$3,133
Golf						
HS Golf Coach	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
Soccer						
HS Soccer Coach	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
Bowling						
HS Coach*	$3,591	$3,768	$3,945	$4,121	$4,297	$4,474
Athletic Game Support	$2,775					
Weight Lifting	$2,475					
Track Meet Manager*	$1,625					

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Additional Compensation for Extra-Duties, Con't

II. SPONSORSHIP OR OTHER ASSIGNMENT

Assignment	2023 - 2024	2024 - 2025	2025 - 2026
HS Yearbook	$2,154.00	$2,176.00	$2,198.00
MS Yearbook*	$1,077.00	$1,088.00	$1,099.00
Class Play*	$1,436.00	$1,451.00	$1,466.00
Band Director	$5,369.00	$5,423.00	$5,478.00
Choir Director	$1,436.00	$1,451.00	$1,466.00
Shop Director*	$1,077.00	$1,088.00	$1,099.00
Senior Class	$1,972.00	$1,992.00	$2,012.00
Prom Advisor	$1,077.00	$1,088.00	$1,099.00
Junior Class	$719.00	$727.00	$735.00
Sophomore Class	$719.00	$727.00	$735.00
Freshman Class	$719.00	$727.00	$735.00
HS NHS	$1,343.00	$1,357.00	$1,371.00
MS NHS*	$672.00	$679.00	$685.00
HS Student Council	$2,261.00	$2,284.00	$2,307.00
MS Student Council	$359.00	$363.00	$367.00
Quiz Bowl	$2,684.00	$2,711.00	$2,739.00
Music Concerts	$412.00	$417.00	$422.00
Winter Concerts	$359.00	$363.00	$367.00
Spring Concerts	$359.00	$363.00	$367.00
Robotics	$1,515.00	$1,531.00	$1,547.00
Concession	$5,050.00	$5,101.00	$5,153.00
Mentor Teacher	$471.00	$476.00	$481.00
S.A.D.D.*	$465.00	$470.00	$475.00
H.S. Science Olympiad*	$465.00	$470.00	$475.00
Elementary Student Council*	$540.00	$546.00	$551.00
District Newsletter*	$1,436.00	$1,451.00	$1,466.00
Before/After School Supervisor*	$2,400.00	$2,400.00	$2,400.00
Lead Teacher*	$900.00	$900.00	$900.00
District Leadership Team*	$1,100.00	$1,100.00	$1,100.00
Detention (hourly rate)	$24.83	$25.09	$25.34
Drivers Education Instructor (hourly rate)*	$25.68	$25.94	$26.20
Outside Educational Services (Hourly Rate)	$27.82	$28.10	$28.38
Elementary A/T Coordinator*	$1,795.00	$1,815.00	$1,835.00
Middle School A/T Coordinator*	$1,795.00	$1,815.00	$1,835.00
Literacy Coordinator	$5,092.00	$5,092.00	$5,092.00

* Denotes Schedule B positions that are not currently funded but could be funded upon board approval.

It is understood that the Board determines which Schedule B positions are funded each year. A list of all Board funded positions will be given to the GEA at the start of the school year.

III. Guidelines for schedule B positions

A. The additional compensation for extra duties will be determined by the number of years as coach, director, or sponsor of each specific activity in the Gobles Public Schools; limited, however, to no more than the sixth (6^{th}) step. The sequential aspects of placement and the experience other than this shall be granted only at the discretion of the Superintendent and the Board. If an assistant coach is appointed to a head coaching position, he may be granted one (1) year of credit on the salary schedule for each three (3) full years served as an assistant coach in the same sport in the Gobles system.

B. Teachers involved in extra duty assignments shall be compensated in accordance with the provisions of this Agreement without deviation. Not more than one sponsor shall be appointed to any one extra-duty assignment without advance approval by the Board, and if there is the appointment of more than one sponsor to an extra duty each sponsor shall be paid the full compensation set forth in Appendix "B"; provided, however if a sponsor performs less than the full period required for the extra activity, the sponsor's extra pay will be proportionately prorated. The administration reserves the right to determine and approve all extra duty assignments.

C. Upon prior approval of the administration, sponsors of 6th Grade, 7th Grade and 8^{th} Grade activities shall be paid for at least one class activity outside of regular school hours at the rate of $15.00 per hour up to a maximum of $45.00. It shall be the responsibility of the sponsor to arrange the time for such activity far enough in advance to avoid conflict with other school functions.

D. Upon prior approval of the administration, payment will be made to teachers asked to chaperone games, buses, dances and parties, unless they are already paid for this duty under class sponsorships, such as the junior and senior class sponsors. Payment for each event will be at the rate of $15.00 per hour up to a maximum of $45.00. Athletic department funds, individual class funds, or other organization funds will be used to pay these fees when available.

E. Teachers required to drive their own automobiles in the course of their work shall obtain prior approval, and shall be reimbursed at the rate IRS allows per mile provided that written request for reimbursement is made.

F. Assignments for Adult Education, Driver Education and Summer School Programs will be made by the Board, where the Board has primary authority to hire, on the basis of preference to tenure teachers possessing permanent teaching certificates regularly employed in the district during the normal school year provided that the teachers qualify to teach the assignment and make application therefore within two (2) weeks after the administration announces the program.

G. Compensation for extra-duty assignments scheduled after the end of the school year shall be based on the previous year's salary schedule.*

H. Once an extra duty assignment has been made, the individual will hold that position each year he/she is employed by the Gobles Board of Education, unless that individual resigns or is notified in writing within ninety (90) calendar days (excluding the winter break) after completing his or her assignment that said individual is being relieved of that duty. However, the Board does not relinquish the right to terminate an assignment for cause outside of the ninety (90) calendar day notification period.

I. Any individual electing to resign an extra duty or coaching assignment after July 1 of each year will be required to fulfill all of the normal duties of the extra duty or coaching assignment for a period of no more than thirty (30) school days from the date the individual submits a written letter of resignation to the Director of Athletics or the building Principal. It is understood that the Board will make a reasonable effort to find a suitable replacement as soon as practicable. The resignation will be accepted when a suitable replacement is found. Also, it is understood that resignations will be accepted without requiring the thirty (30) day waiting period in case of an emergency.

APPENDIX C
LONGEVITY STEPS

Teachers will be eligible for longevity money the year after a member reaches $74,545 on their respective salary schedule. They will receive a longevity step of ½% (0.005) increase each year for the duration of the contract.

APPENDIX D
CALENDAR

Week	Date	Student Attendance	Teacher Contract	Comments
	August 22-24	0	3	***August 22-23, 2023 District PD Staff Report- Count as 2 student days.*** August 24, 2023 Teacher workday then Tiger Bash/Open House. August 25, 2023 **No School this week**
1	Aug 28-Aug 31	4	4	August 28, 2023- 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m. - Teacher workday p.m. Sept 1, 2023 **No School.**
2	Sept 5-Sept 8	4	4	Sept 4, 2023- Labor Day **No School**
3	Sept 11-Sept 15	5	5	
4	Sept 18-Sept 22	5	5	
5	Sept 25-Sept 29	5	5	
6	Oct 2-Oct 6	5	5	
7	Oct 9-Oct 13	5	5	
8	Oct 16-Oct 20	5	5	
9	Oct 23-Oct 27	5	5	October 27, 2023- 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m.
1st Marking Period		**43**	**46**	
10	Oct 30-Nov 3	5	5	
11	Nov 6-Nov 10	4	4+1	November 8, 9, 2023 1/2 day of school - 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m. **Conferences- Elementary 1:00 p.m. to 6:30 p.m./ MS-HS 11:45 a.m. to 5:15 p.m.** November 10, 2023 **No School**
12	Nov 13-Nov 17	5	5	
13	Nov 20- Nov 24	2	2	November 22-24, 2023 Thanksgiving Vacation
14	Nov 27-Dec 1	5	5	
15	Dec 4-Dec 8	5	5	
16	Dec 11- Dec 15	5	5	
17	Dec 18-Dec 22	5	5	
Winter Vacation Inclusive - December 25- January 5, 2023				
18	Jan 8-Jan 12	5	5	
19	Jan 15-Jan19	5	5	January 17-19, 2024 Semester Exams. January 17, 18, and 19- 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m. January 17, 18 and 19 Teacher workday p.m. 2nd marking period ends January 19, 2024
2nd Marking Period		**46**	**46**	
1st Semester Totals		**89**	**92**	
20	Jan 22-Jan26	5	5	
21	Jan 29-Feb 2	5	5	

22	Feb 5- Feb 9	4	4	Februray 9, 2024- **No School Mid Winter Break**
23	Feb 12-Feb 16	4	4	February 12, 2024- **No School Mid Winter Break**
24	Feb 19-Feb 23	5	5	
25	Feb 26- March 1	5	5	
26	March 4-March 8	5	5	
27	March 11-March 15	5	5	
28	March 18-March 22	5	5	
3rd Marking Period		**43**	**43**	
29	March 25-March 29	4	4+1	March 26, 27, 2024 1/2 day of school - 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m. Conferences- Elementary 12:30 p.m. to 6:30 p.m./ MS-HS 11:45 a.m. to 5:15 p.m. March 29, 2024 **No School**
Spring Break April 1-5, 2024 Inclusive				
30	April 8-April 12	5	5	
31	April 15-April 19	5	5	
32	April 22-April 26	5	5	
33	April 29-May 3	5	5	
34	May 6-May 10	5	5	May 10, 2024 day of school - 1/2 day of school- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m.
35	May 13-May 17	5	5	
36	May 20-May 24	5	5	
37	May 27-May 31	4	4	May 27, 2024- Memorial Day **No School.** May 29, 2024 Baccalaureate. May 30, 2024 Commencement. May 31, 2024 1/2 day of school Exams– Elementary released at 12:00 p.m., MS/HS at 11:00 a.m.
38	June 3-June 7	3	3	June 3, 4, 5, 2024 1/2 day of school Exams- Elementary released at 12:00 p.m., MS/HS at 11:00 a.m.
4th Marking Period		**46**	**46**	
Second Semester Totals		**89**	**89**	
Yearly Totals		**178**	**183**	***Two PD days August 22-23, 2023 count towards student days = 180 total days***