

MASTER AGREEMENT

BETWEEN

THE MILAN AREA SCHOOL DISTRICT

AND

THE MILAN EDUCATION ASSOCIATION

2018-2021

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
PREAMBLE	4
1 RECOGNITION	5
2 BOARD RESPONSIBILITIES AND RIGHTS	6
3 ASSOCIATION RIGHTS, RESPONSIBILITIES. AND PAYROLL DEDUCTIONS	7
4 COMPENSATION	8
Basic Salary	9
Fringe Benefits	12
Extra Duty	14
5 QUALIFICATIONS	17
6 WORKING CONDITIONS	18
Calendar	18
Teaching Hours	19
Class Size	21
Assignment	22
Job Sharing	23
Transfer	26
7 TEACHER EVALUATION	27
8 STUDENT DISCIPLINE AND TEACHER PROTECTION	29
9 NEGOTIATION PROCEDURES	30

10	LEAVES OF ABSENCE	31
	Sick Leave	31
	Sick Leave Bank	33
	Personal Business Leave	34
	Leaves without pay	37
11	GRIEVANCE PROCEDURE	39
12	STUDENT TEACHERS	43
13	LAYOFF AND RECALL	43
14	COMPLETION OF AGREEMENT	46
15	EMERGENCY MANAGER	46
16	TERMINATION OF CONTRACT	47
APPENDIX A	CALENDAR	48
APPENDIX B	GRIEVANCE FORM	49

PREAMBLE

This Agreement entered into August 15, 2018 by and between the Board of Education of the Milan Area Schools of Milan, Michigan, hereinafter called the "Board" and the Milan Education Association hereinafter called the "Association".

WHEREAS, the Board has a statutory obligation, pursuant to the Michigan Public Employment Relations Act, MCL 423.201 et seq., to negotiate with the Association with respect to hours, wages, terms and conditions of employment of teachers; the parties, through negotiations in good faith, have reached understanding on all such matters and desire to execute this contract covering such agreement.

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

A copy of this agreement will be available on the District's Budget and Salary / Compensation Transparency Reporting web page. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to PA 100, PA 101, PA 103, PERA, the Revised School Code, the Tenure Act, or any other state or federal 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.

NOW, THEREFORE, THE PARTIES HERETO MUTUALLY AGREE AS FOLLOWS:

ARTICLE 1

RECOGNITION

The Board hereby recognizes the Association as the sole and exclusive collective bargaining representative for the purpose as defined in the Michigan Public Employment Relations Act, MCL 423.201 et seq., as amended, for the life of this Agreement for all certified Personnel, under contract, including school psychologists, counselors and school social workers, but excluding from said unit all per diem appointment or substitute teachers and supervisory and/or executive personnel such as, but not necessarily limited to the following: Superintendent, Assistant Superintendent, Directors, Principals, Assistant Principals, Deans, Curriculum Coordinator, and any individual employed in extra duty / extra pay positions who does not also hold a professional position within the bargaining unit.

The term "Teacher" when hereinafter used in this Agreement, shall refer to all employees represented by the Association as above described.

The term "Board" shall include its officers and agents.

The term "Parties" when hereinafter used in this Agreement shall refer to the "Board" and the "Association".

The following sections of this Agreement only apply to employees of the district covered under this Agreement whose employment is NOT regulated by the Teachers' Tenure Act, MCL 38.71 et seq.

Article 3.A (Sentences Four, Five, and Six)

Article 6.F.1

Article 6.F.2

Article 6.F.4

Article 6.F.5.c.2 (last two sentences)

Article 6.F.5.c.7

Article 6.L.2

Article 6.L.3

Article 6.L.4

Article 6.L.5

Article 7.A

Article 7.B

Article 7.C

Article 7.D

Article 7.E

Article 7.G

Article 8.E (last sentence)

Article 10.B.6.e (first sentence)

Article 10.C.8

Article 13.A

Article 13.A.1

Article 13.A.2.c

Article 13.A.3.d

Article 13.A.3.e

Article 13.C

Article 13.E

ARTICLE 2

BOARD RESPONSIBILITIES AND RIGHTS

A. There is reserved to the Board all rights, powers, responsibilities, and authority vested in it by the laws and Constitution of Michigan and the United States in effect for the life; of this Agreement, including but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the system and its properties and facilities.
2. To hire all employees and, subject to the provisions of law, to determine their qualifications.
3. To establish grade levels and courses of instruction, including special programs and to provide athletic, recreational, and social events for students all deemed necessary and advisable by the Board.

B. The Board has the responsibility to make every reasonable effort to provide substitute teachers for absent employees.

C. 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.

D. The Board may require a teacher to submit to a physical or mental examination at Board expense, by a licensed physician mutually acceptable to both the teacher and the Board.

E. The Board will attempt to prevent the involvement of children in Association/Board controversies.

F. It is further recognized that the Board, in meeting such responsibilities and in exercising its powers and rights, acts through its administrative staff. The Board of Education recognizes its obligations to the employees as set forth under the Michigan Public Employment Relations Act. It is agreed that the Board retains the responsibility, among others, for establishing and equitably enforcing rules and personnel policies.

G. The Board agrees that it shall not discriminate against any teacher on the basis of membership or lack of membership, or participation in the activities of the Association or any other teacher organization, nor to discriminate against a teacher because of his/her institution of a grievance, complaint, or proceeding under this Agreement.

ARTICLE 3

ASSOCIATION RIGHTS, RESPONSIBILITIES, AND PAYROLL DEDUCTIONS

A. It is the responsibility of teachers to comply with the rules, regulations and directions adopted from time to time by the Board, Administration or its representatives. It is understood that this contract shall take precedence over any such rules, regulations and directions where a conflict exists. The Association recognizes that abuses of sick leave or other leaves of absence, chronic tardiness or absence, willful deficiencies in professional performance, violations of this contract reflect adversely upon the teaching profession and create undesirable teaching conditions in the school building. Teacher discipline and reprimands will not be of an arbitrary and capricious nature, and such discipline will be of a progressive nature unless the nature of the offense warrants otherwise. A teacher shall be entitled, at his/her request, to have a representative of the Association present when he/she is being reprimanded for any of the above violations, abuses, or deficiencies. When the teacher requests representation in accordance with the above, no further action shall be taken with respect to the teacher until the Association representative is present. The Association agrees to make available a representative of the Association within twenty-four (24) hours of any request arising from this provision, and further recognizes that compliance with this provision shall not prevent immediate action where the situation warrants same.

B. The Association agrees that it shall represent equally all teachers without regard to membership or lack of membership or participation in or association with the activities of any other teacher organization.

C. The Association is hereby granted the right to use school premises for its business meetings after obtaining prior approval of the principal of the school where the meeting is to be held and providing it pay overtime costs that may be incurred by the Board. The Association may use the District mail service and teacher mailboxes for its business and social events announcements. The Association may post its notices on a portion of the bulletin boards in the building faculty rooms.

D. Upon written request the Board agrees to provide all public information to the Association that is available concerning the financial resources of the district, tentative budgetary requirements and proposed changes in millage and bond programs prior to general publication. It is also agreed that the Association may have access to information which may be necessary to the Association to process any grievance or complaint, based upon an alleged violation of this agreement. It is understood that all original records will remain in the Superintendent's office when being used by the Association. Access will be granted during normal office hours or at such time as may be mutually agreed upon.

E. While community issues may be discussed appropriately in Civics and Government classes, the Association will attempt to prevent the involvement of children in Association/Board controversies.

F. In an effort to improve communication, with the goal of enhanced student learning, educators are encouraged to dialogue with administration in person, through electronic means, or through their building representative.

G. Payroll Deductions

1. The Board agrees to make voluntary payroll deductions for plans approved by the Board, upon individual written authorization therefore, from the salaries of teachers. The Board shall establish procedures for these payroll deductions.

H. Teachers shall not be expected to transport students in their personal vehicles.

ARTICLE 4

COMPENSATION

A. General provisions

1. Each teacher will have a Base Salary. New teachers will receive a Base Salary commensurate with their previous teaching experience and educational degree. This salary must be within the range of the minimum and maximum salaries.
2. The Base Salary of an employee shall be increased by \$6,500 upon the completion of his/her first advanced degree in an education related field (master's, specialist's, or doctorate). It is the responsibility of the teacher to notify the Superintendent and submit proof of their degree 2 weeks prior to the first day of school or two weeks prior to the first day of the second semester. Acceptable proof of degree attainment includes a diploma, transcripts listing degree attainment, or an official letter stating the attainment of the degree from the degree granting institution. Official transcripts listing degree attainment or a diploma must be provided to the Superintendent during the semester the teacher received the initial increase. For teachers who submit their paperwork at the beginning of the second semester, this pay will be prorated. Each employee can only recognize one such increase during his/her employment with the Board. A Teacher who is recognized for such a degree at the time his/her initial Base Salary is determined shall be considered to have earned their first advanced degree increase.

3. Teachers may be paid in either 24 or 20 pays by requesting the number of pays they desire. Pay dates will be published to all employees. The decision on the number of pays plan must be made on or before the opening day of school for students, and once selected can be changed during the contract year only with the approval of the administration.
4. Part-time staff will be compensated under the salary schedule based upon the number of days per week or the number of hours per week that they work. It is understood that part-time employment is not an obligation of the Board. Positions that are one teaching hour or less at any level will be paid the prevailing adult education daily rate. If it is necessary for the same person(s) to teach more than an hour before or after their contracted day, that time will be paid according to his/her contract's daily rate. This language does not apply to coordination or administration of programs or drivers education. Part time teachers will have all benefits prorated accordingly.
5. All teachers will use either direct deposit of payroll checks with banks that have electronic transfer capability or an electronic payroll card with a bank selected by the district. In an extreme emergency, with administrative approval, Article 4.A.5 can be waived for a time period determined by the administration at the time the waiver is granted.

B. Basic Salary

Each teacher will have a Base Salary. The minimum Base Salary is \$38,000 (2018-2019), \$39,000 (2019-2020), and \$40,000 (2020-2021) without advanced degree recognition and \$44,500 (2018-2019), \$45,500 (2019-2020), and \$46,500 (2020-2021) with advanced degree recognition. The maximum Base Salary is \$71,000 (2018-2019), \$72,000 (2019-2020), and \$73,000 (2020-2021) without advanced degree recognition and \$77,500 (2018-2019), \$78,500 (2019-2020), and \$79,500 (2020-2021) with advanced degree recognition.

Each teacher's Base Salary will be annually adjusted in accordance with the teacher's Effectiveness rating during the previous school year. An Ineffective or Minimally Effective rated teacher will not receive an increase to their Base Salary. An Effective rated teacher will receive an \$A increase to their Base Salary. A Highly Effective rated teacher will receive a \$B increase to their Base Salary.

For teachers whose base salary is \$60,000 or more:

For the 2018-2019 school year:

\$A = Effective = \$1,000 and \$B = Highly Effective/Exempt = \$A+\$50

For the 2019-2020 school year:

\$A = Effective = \$925 and \$B = Highly Effective/Exempt = \$A+\$50

For the 2020-2021 school year:

\$A = Effective = \$925 and \$B = Highly Effective/Exempt = \$A+\$50

For teachers whose base salary is less than \$60,000:

For the 2018-2019 school year:

\$A = Effective = \$1,500 and \$B = Highly Effective/Exempt = \$A+\$50

For the 2019-2020 school year:

\$A = Effective = \$1,350 and \$B = Highly Effective/Exempt = \$A+\$50

For the 2020-2021 school year:

\$A = Effective = \$1,350 and \$B = Highly Effective/Exempt = \$A+\$50

Should the effect of this scale for employees making less than \$60,000 cause employee X's Base Salary to exceed the newly computed Base Salary of an employee who is making \$60,000 or more (employee Y), the computed Base Salary of the employee X shall be reduced to \$100 less than the computed Base Salary of employee Y.

Teachers who had 9, 10, 11, or 12 years of service with the district, as a teacher, at the end of the 2017-2018 school year and had a base salary of less than \$54,000 will receive a one-time \$1,200 increase to their base salary during the 2018-2019 school year. This increase is in addition to other increases included in this proposal.

In November of 2020, the two parties will review the newly approved financial audit. If the audited unassigned fund balance (defined as the audited fund balance minus \$330,000, the assigned fund balance for athletics, and the assigned fund balance for PECC, compared to the audited expenditures) is equal to or greater than 10%, then 50% of the amount of the unassigned fund balance exceeding the 10% threshold will be distributed to all employees of the district (using percent of salary calculations) and will be paid out in a one-time salary distribution on the last paycheck of December 2020.

New hires with a master's degree shall not be paid a starting salary of more than the lowest salary of a master's level Milan Area Schools' teacher with that same number of years of Milan teaching experience. New hires with a bachelor's degree shall not be paid a starting salary of more than the lowest salary of a bachelor's level Milan Area Schools' teacher with that same number of years of Milan teaching experience.

For teachers who were in their eleventh to fifteenth year of employment with the Board during the 2013-2014 school year, the following grandfather clause will apply in their sixteenth year of employment. If his/her Base Salary is not \$61,501 without advanced degree recognition or his/her salary is not \$69,317 with advanced degree recognition, then his/her Base Salary shall be reset to the above amount at the beginning of his/her sixteenth year. This grandfather clause only applies to teachers who obtained an Effective or Highly Effective evaluation rating every year from 2014-2015 through their fifteenth year. This clause will be obsolete and removed after the 2018-2019 school year.

Teachers with less than eleven years with the Board in 2013-2014 and new teachers hired after 2013-2014 will receive a \$5,000 increase to their Base Salary in their fourteenth (14th) year with the Board. This clause only applies to teachers who obtained an Effective or Highly Effective evaluation rating (or were exempt) every year from their ninth (9th) year through their thirteenth (13th) year.

C. Additional Salary

1. The Base Salary of an employee shall be increased by \$1,000 upon the completion of his/her second advanced degree in an education related field (master's, specialist's, or doctorate) or National Board Certification including those whose position does not require a teaching certificate. It is the responsibility of the teacher to notify the Superintendent and submit proof of their degree or certification 2 weeks prior to the first day of school or two weeks prior to the first day of the second semester. Acceptable proof of degree attainment includes a diploma, transcripts listing degree attainment, or an official letter stating the attainment of the degree from the degree granting institution. Official transcripts listing degree attainment or a diploma must be provided to the Superintendent during the semester the teacher received the initial increase. For teachers who submit their paperwork at the beginning of the second semester, this pay will be prorated. Each employee can only recognize one such increase during his/her employment with the Board. A Teacher who is recognized for such a degree at the time his/her initial Base Salary is determined shall be considered to have earned their second advanced degree increase.
2. The principal may ask a teacher to substitute for another regular teacher during his/her preparation period. If the teacher accepts, he/she will be compensated at the rate of \$7.00 per one-quarter (1/4) hour or any portion thereof. The teacher may elect to substitute compensatory time that may be accumulated and used in minimum of half (1/2) day increments. Compensatory time cannot be used on consecutive school days. These days cannot be used after May 31st, the day before or after a holiday, or in conjunction with sick days, except in an emergency situation.
3. Terminal leave pay (through an employer 403B contribution in accordance with all state laws, federal laws, and Penserv requirements) will be granted to a teacher who retires with at least ten (10) years of teaching in the system at the rate of \$47.50 per day to a maximum of \$9250, unless a teacher chooses the conversion plan for service credits; after a total of 180 sick days have been converted, the cap comes off for the remainder of that teacher's time in the district. See 10 A 1 for more detail on the conversion plan. In case of death during employment, any unused sick leave shall be paid in a lump sum to the survivor previously named by the teacher at a rate established above. These benefits will not be paid to a teacher who resigns from the

district to take another teaching job or whose services are otherwise terminated.

4. A teacher who is required to use his/her car in the performance of his/her duties shall be reimbursed at the current IRS rate for each mile traveled. Portal to portal mileage is not eligible for reimbursement. There will be a maximum of one IRS correction per school year.
 - (a) Professional responsibilities will include keeping a daily mileage record unless the teacher has a regular schedule of trips.
 - (b) Mileage requests must be made to the Superintendent on a monthly or quarterly basis. Mileage not requested at the end of each quarter will not be reimbursed. Below is the calendar for requesting quarterly mileage reimbursement:

For Mileage Driven Between	Mileage Reimbursement Due Date
July 1 and August 31	September 15
September 1 and November 30	December 15
December 1 and February 28	March 15
March 1 and June 30	June 30

Mileage reimbursement will be paid within one calendar month from the receipt of the mileage request.

5. A teacher, at the middle school or high school, who has their conference period purchased will be compensated at one-seventh (1/7) of their base salary for teaching that additional period.

D. Fringe Benefits

Health Insurance will be reopened after November 1, 2017 in order to discuss the addition of a medical insurance option, from the current carrier (prior to the December 2017 open enrollment period).

1. The Board agrees to provide the following fringe benefits:
 - (a) Upon submission of written application, the Board agrees to provide each full time employee with health care insurance according to their family status for health care protection. This health care insurance will be comparable to that provided through Blue Cross/Blue Shield of Michigan with the following coverages:
 - Community Blue PPO Option 15
 - \$40 office call deductible with \$20 of the \$40 fee reimbursed by the Board through a third party administrator, excluding elective abortions.
 - Prescription coverage shall be \$10/\$60 co-pay plan with \$10 for generic drugs and \$60 for brand name drugs. The Board will reimburse the employee (through a third party administrator) \$50 of the \$60 brand name co-pay.

- \$250 emergency room deductible with \$200 of the \$250 fee reimbursed by the Board through a third party administrator.

An open enrollment period will be established from December 1 to December 15 each year (for January 1 insurance changes).

The employee (through payroll deductions) will contribute 30% of the illustrative rate towards health care. The District shall pay no more of the annual costs or illustrative rate and any payments for reimbursement of co-pays, deductibles, or payments into health savings accounts, flexible spending accounts, or similar accounts used for health care costs, than is allowed under the Michigan Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. Employees waiving health care protection must provide the district proof of other health care coverage in accordance with the Affordable Care Act.

- (b) In order to avoid duplicate coverage as provided herein, teachers shall sign a disclaimer on the form provided before the Milan Area Schools will pay their premiums.
- (c) The Milan Area Schools will provide to each teacher receiving hospitalization benefits in item (a) or (b) above with benefits comparable to Delta Plan E 07 (90-90) dental and VSP-2 Vision insurance.
- (d) Dental 50/50 - If a teacher has dental coverage through their spouse, the teacher will be enrolled in a plan comparable to the (50/50) dental group, rather than the Auto-Plus Plan or the EO-7 (90/90) Plan groups.
- (e) (Plan II) Employees not electing health care protection, referred to above, will upon written application, receive coverage comparable to Delta Dental Auto-Plus dental plan. In addition, these employees shall receive group vision care and an intermediate plan, up to full family, and a monthly cash option of fifty dollars (\$50).
- (f) The district will set up a program with the life insurance vendor that will allow members of the bargaining unit to obtain additional life insurance for themselves or their family members. The district is to provide program information and allow payroll deduction for those employees who chose to participate. None of the cost of the additional insurance will be paid by the district."
- (g) The Board agrees to make an insurance agent available to discuss problems with employees.

2. Those teachers who do not elect either plan detailed in D 1(a)-(e), may elect to have a monthly cash option of \$225/month if 49 or less contract members select CIL, \$250/month if 50-51 contract members select CIL, and \$275/month if 52 or more contract members select CIL.
3. The Milan Area Schools will pay the premiums subject to the rules of the carrier, to provide \$20,000 of life insurance protection, including AD & D for all full time teachers. As in all other sections of this contract, part time teacher benefits shall be prorated.
4. Long Term Disability Insurance
 - (a) The Milan Area Schools will pay premiums for Long Term Disability Insurance for all teachers. The eligibility-waiting period will be ninety (90) consecutive calendar days. Benefits paid will be sixty-six and two-thirds (66 2/3) percent of a teacher's salary - based on a maximum annual salary equivalent up to \$90,000 or teacher's actual wage at the time of disability. The Board will select the insurance carrier.
 - (b) Teachers becoming eligible for Long Term Disability will not be entitled to use sick leave days in lieu of same.
 - (c) The payment of premiums for a teacher on long-term disability will be for a total of twenty-four months whether consecutively or intermittently during any five-year period.
5. The Board agrees to provide the above mentioned insurance subsidies comparable to programs within the underwriting rules and regulations as set forth by the carrier in the Master Contract held by the policy holder and offer LTD to any teacher on sabbatical.

E. Extra Duty Assignments

1. Where percent is used, the amount will be computed from a Base of 2018-2019: \$34,500 2019-2020: \$35,000 2020-2021: \$35,500.
2. Pay periods will be the same as Article 4.A.3. Non-coaching extra duty assignment pay will be split equally over each pay period starting at the employee's appointment to the position and continuing through the employee's last pay date of the contract year. Coaching extra duty assignment pay will be split in the following manner: fall coaches will be paid on six pay dates beginning on first pay date of September, winter coaches will be paid on eight pay dates beginning on first pay date of December, and spring coaches will be paid on six pay dates beginning on first pay date of April.

3. Vacancies

- (a) If a new position is created or a vacancy occurs on the extra duty schedule, the designated director of the Milan Education Association shall be notified in writing as soon as the Board makes final determination that such position will be created or vacancy will occur.
 - (b) Applications for vacancies that occur prior to June 30 shall be on file in writing with the Superintendent within fifteen (15) working days after notice is given to the Association designated director. For vacancies that occur between June 30 and school opening, vacancies will be posted in the Superintendent's Office. Positions filled in mid-year will be posted for the following year.
 - (c) Positions on the extra duty schedule shall be filled from within the staff, unless no qualified person(s) desire the position(s) in question, in which case the Board may hire a non-member on a part time basis. It is understood that a non-staff person may be paid less than the approved amount. A non-staff person will be paid the approved amount if he/she remains in the present assignment the following year. No person may coach more than three sports or three seasons during any school year.

EXTRA DUTY SCHEDULE - WHERE PERCENTAGE IS USED, THE BASE WILL BE

2018-2019: \$34,500 2019-2020: \$35,000 2020-2021: \$35,500

ATHLETICS

Varsity Coach		
Basketball (2) or Football (1)		18.5
Baseball (1), Track (2), Swimming (2)		12.5
Wrestling (1), Volleyball (1), Softball (1)		12.5
Cross Country (2)		9
Golf (2)		6
Soccer (2)		11
Bowling (2)		6
Equestrian (1)		6
Tennis (2)		6
Junior Varsity or Assistant Coach		
Basketball (2) or Football (4)		11
Track (2), Baseball (1), Swimming (2), Softball (1)		8
Volleyball (1), Wrestling (1), Soccer (2)		8
Freshman Coach		
Basketball (2), Football (2)		8
Baseball (1)		6
Volleyball (1)		6
Middle School Coach		
Basketball (4)		4
Volleyball (2)		4
Track (2), Wrestling (1)		6
Swimming (2)		4

Football	4 at 6% or 3 at 8%
Cross Country	1 at 6% or 2 at 4%
Middle School Assistant Coach	
Assistant Track (4)	4
Cheerleading	
High School (1)	8
Assistant High School (1)	4
Strength Training (1)	8

The percentages of base that are listed would be for teaching staff only. All other salaries would be negotiated by the athletic director to a percentage less than the staff amount.

NON-ATHLETICS

District

Building School Improvement Leaders	1.5
AdvancEd Chairperson (4)	3.25
K-12 Community Art Show (4)	1
Mentor Stipend for Teacher Mentors	\$200
(minimum of 5 hours of documented meeting time)	
Stipend for Teachers in First 3 Years of Teaching in Michigan	\$25
The hourly substitute rate (4.c.2) may be used at the administration's discretion.	

High School

Detention Supervisor (first option - non teacher) (1)	\$10/hr	6 max
Band (1)		7
Play (1 Director for each of 2 H.S. Plays)		8.5
Musical Director for Play (1)		3
Musical Dance Choreographer (1)		3
Yearbook (1)		8
F.F.A. (1)		8
Student Council (1), F.H.A. (1)		4
Class Advisor Sr. (1)		4.5
Class Advisor Jr. (1) - If prom on site additional 1.5		6
Language Club (1), Class Advisors Soph. or Fr. (1 for each)		3
Diversity Club (1)		3
Diversity Club (1)		1
National Honor Society (1)		3.5
Graduation Coordinator (1)		2
Float Supervisor (4-1 per class)		1
Theater		5
Chorus (1)		5
Quiz Bowl (1)		3
School Store (1)		2
DECA (1)		4
Driver Education	\$19.25 per hour	
Robotics (2)		4
Middle School		
Band (1)		4
Play (1 Director for 1 M.S. Play)		5
Musical Director for Play (1)		3
Yearbook (1)		4

Student Council (1)	3
Chorus (1)	3
Quiz Bowl/Spelling Bee (1)	2
Camp - Voluntary (24 hrs)	1
Camp - Leader	3
Junior Honor Society	2
Chess Club (1)	1
Elementary	
Student Council - Symons	3
Clubs (8 - 4 Paddock and 4 Symons)	1
Musical Director (1)	3
Assistant Musical Director (2)	1

The parenthetical numbers above are for information only and in no way shall be construed to create an obligation on the part of the Board to fill each position. Any parenthetical number can be split amongst multiple employees. Parenthetical numbers for active teams within a specific sport can be combined and redistributed amongst multiple employees. The split must be approved by the Varsity Coach and the Athletic Director. The new split must be reported to the Superintendent two weeks prior to the first pay date of the sport's season.

ARTICLE 5

QUALIFICATIONS

Bargaining unit members must meet all applicable standards for a "highly qualified teacher" under the No Child Left Behind Act of 2001, including the NCLB Final Regulations, 34 CFR 200.55-200.56 and the Michigan definition for Identifying Highly Qualified Teachers as approved by the State Board of Education. No provision in this Agreement shall be construed to prevent or prohibit the Board from taking actions required or contemplated under the NCLB. The Board and the Association agree to construe and effectuate this Agreement to ensure full implementation of all NCLB requirements and standards.

ARTICLE 6

WORKING CONDITIONS

A. District Philosophy.

1. The parties to this Agreement recognize that the availability of satisfactory school facilities for both student and teacher is necessary to ensure the desirable high quality of education that is the objective of both the teacher and the Board. Therefore, the Board agrees to keep the schools equipped and maintained at all times. Further, it is recognized that the primary duty and responsibility of the teacher is to teach, and that the organization of the school day should be directed at ensuring that the energy of the teacher is primarily utilized to this end. Teachers will have autonomy in student evaluation and establishing homework requirements. The administration has the right to require teachers to fully implement and utilize local common assessments, in every class. Changes in or additions to existing requirements made of teachers that impact student discipline, parent communication, record keeping, standardization of policies and curriculum will take place with teacher representation. Committee work initiated by the administration will be voluntary and representatives will be selected by the faculty.
2. A need exists to provide content articulation in grades kindergarten through grade twelve. It is understood that this process may not occur without the teaching staff being provided an opportunity for comprehensive input. It is preferred that members of the teaching staff be utilized in leadership, coordinating, and/or department head function as needed. The administration and the teaching staff shall determine their function. Released time may be used for this function. The responsibility for the implementation of the K - 12 coordination of curriculum process as described, is that of the superintendent or designee. It is understood that the responsibility for building level curriculum and instruction will continue to be that of the building principal. Recognizing that students and society are changing their attitudes toward learning and staff development needs continue, a committee of teacher selected representatives and administrators will continue to address these changes. This committee will explore discipline, motivation, attendance, homework, and parental involvement.

B. The school calendar for the 2018-2019 (2019-2020 and 2020-2021 are TBD, but will be similar in nature) school year is set forth in Appendix A which is attached hereto and made a part of this Agreement. The calendar will have 180 student days, which includes eight half-days. Teachers will work a total of 184 days. These days are accumulated as follows:

172 Full Student Days
8 Half Student Days
1 Half Parent Teacher Conference Day
2 Full Professional Development Days
4 Half Professional Development Days
1 Days (6 Hours) of Self-elected Professional Development
(See Letter of Agreement 2)
3 Evening Parent Teacher Conferences (half day each)
1 Evening Open House (half day)
1 Half Records Day

Attendance at open houses and conferences is mandatory unless released by the building administrator for a school business related activity. Any other absences will be charged to sick leave or personal business leave in one-half (1/2) day increments. In addition, there shall be a minimum of 1098 instructional hours in grades K-12. The work week shall be Sunday through Saturday.

Spring Parent Teacher Conferences - Each building may deviate from the current format by scheduling 3.5 hours of contact time (between February 25 and March 1) during non-school hours. The building Principal and building Leadership Team may develop an alternate format for Superintendent approval. The current format will be implemented unless an alternative format is approved.

C. Professional Development. Professional development education shall be planned jointly by the Association and the administration.

D. Teaching Hours.

1. A grade PPI-12 teacher's workday shall consist of not more than seven (7) hours and ten (10) minutes of formal responsibility. Hall duty may be included in the teacher's workday. Every effort will be made mutually by the Administration and the Association to deal with these duties in a most positive manner. The student day may be increased if necessary to meet the State time requirements for instructional hours. Within said time of formal responsibility, a teacher shall be entitled to the following:

- (a) A duty free lunch period no less than twenty-five (25) minutes to a maximum of thirty-five (35) minutes.
- (b) For a grade ECSE-5 grade teacher: a minimum of 250 minutes per week of time for preparation. Each preparation period to consist of a minimum of twenty-five (25) duty-free minutes. For a grade 6-12 teacher: a minimum of one preparation per day that shall be equivalent to a normal teaching period or an average of five normal teaching periods per week.
- (c) Cafeteria duty may be included in the teacher's workday. Every effort will be made to obtain volunteers for this duty, which will be in lieu of a class period. If no volunteer is available who can be scheduled, the administration may assign a teacher to such duties. No teacher may be involuntarily

assigned these duties for more than one consecutive year. Every effort will be made mutually by the Administration and the Association to deal with these duties in a most positive manner.

- (d) Attendance at 6th grade camp shall be voluntary.
- 2. Before and/or after school, a grade ECSE-12 teacher shall be attending to his/her teaching duties in his/her building for up to thirty-(30) minutes but not to exceed the workday of seven (7) hours and ten (10) minutes. At the beginning of each year, the administration at each level shall determine what portion of the above times will be used before and after school. Teacher input will be encouraged. It is expressly understood that an individual teacher's day may be adjusted to facilitate the administration of the individual building. Early leave may be granted at the discretion of the Administration.
- 3. The daily preparation period will first be used for such things as thorough preparations, conferences with parents, teachers, and administrators, I.E.P.T.'s, and special assistance to students.
- 4. Activities involving teachers beyond the scope of the formal teaching day shall be determined cooperatively between a faculty selected committee and the administration at that level. Teachers shall be given forty-eight (48) hour notice of such activities and shall be encouraged and expected by the Association to attend. Special teachers shall be encouraged to attend as their time and schedules allow.
- 5. In the event that it becomes necessary to determine a new building schedule, a committee will be formed, comprised of an equal number of administrators and teachers to examine alternative scheduling. A recommendation on the study will be presented to the superintendent. No recommendation will be made that would jeopardize accreditation.
- 6. A teacher's building assignment shall be determined by where he/she is assigned for over half of his/her schedule. A teacher who has a split building assignment will have their workday schedule determined by the building administrators. A teacher who has a split building assignment will have a minimum of 30 minutes for travel. If the travel time encumbers the teacher's preparation period or duty free lunch, or extends the teacher's day beyond the contractual limits, then the teacher shall be paid for a minimum of thirty (30) minutes at the teacher's per diem rate (unless this time is recouped through other minutes during the day).

E. Class Size

1. The Association and the Board recognize that pupil-teacher ratio is an important aspect of a quality education program. The parties agree that class size will be lowered and equalized taking into account the availability of qualified staff, facilities, funds, and State requirements. Every reasonable effort will be made to avoid grade splits. If deemed necessary, split classes will be filled only up to 90% of the lowest grade affected. It is the goal of the Board to maintain class size at the elementary at twenty-five (25) or below providing resources are available.
2. (a) Kindergarten. The class size shall not exceed twenty-five (25). However, if additional students are added to a kindergarten class one (1) hour of aide time shall be allocated to that class for each additional student. In no instance shall kindergarten class size exceed twenty-six (26). Additional students coming into a class following March 1 of the school year shall not count in computing the kindergarten class load.

(b) Grade 1. The class size shall not exceed twenty-five (25). However, if additional students are added to a first grade class one (1) hour of aide time shall be allocated to that class for each additional student. In no instance shall first grade class size exceed twenty-seven (27). Additional students coming into a class following March 1 of the school year shall not count in computing the first grade class load.

(c) Grade 2. The class size shall not exceed twenty-six (26) except it is agreed that should the class size specified reach twenty-eight (28), that the matter would become a matter of concern, and plan determined to correct the situation. At such time as the class size reaches twenty-nine (29), the corrective plan will immediately be put into effect.

(d) Grades 3 - 5. The class size shall not exceed twenty-six (26), except it is agreed that should the class size specified reach twenty-eight (28), this would be a matter of concern, and a plan be determined to correct the situation. At such time as the class size reaches thirty (30), the corrective plan will immediately be put into effect.

3. Secondary 6 - 12.

Both parties recognize that the pupil teacher ratio is an important aspect of an effective educational program. The total pupil load for a teacher shall not exceed 186 pupils. The exceptions to the above are: music, physical education, and teacher-approved exceptions (e.g. teaching assistants, independent study, etc.). An effort will be made to keep class sizes at or below a maximum of 35 students per class

except for physical education where an effort will be made to keep them at or below a maximum of 40 and music. Special care should be taken during scheduling to take the best advantage of lab facilities, balance classes and keep class size in line with the number of lab spaces, particularly in the area of science. Teachers who have had a conference period purchased shall have a pupil load not exceeding 217 pupils.

4. As permitted by law, the identity and specific medical condition of each fragile student will be supplied to all teachers who have instructional or other supervisory responsibilities for such students at the time that student is assigned to be instructed or supervised by the teacher(s) involved. Teachers assigned to work with such students will be provided with training and support to insure that the medical condition/needs of the student are known and addressed.
5. An effort will be made to have students who are identified under special education rules and regulations assigned to classes based upon the student's needs. When needed, the building administrator, special education supervisor, or special education coordinator and the regular education teacher(s) will review the assignments with the case manager to determine the appropriateness of the placement. Changes in class assignment will only be made with the approval of the administration. This article is not subject to the grievance procedure.
6. The limitation of these provisions may be waived upon mutual agreement of the parties.
7. The administration shall be sensitive to the number of special needs students placed in any given section. Reasonable effort will be made to equitably place special needs students.
8. The administration shall have until ten (10) working days after the official membership count dates to make the adjustments necessary to comply with these provisions.

F. Assignment

1. Teachers will be assigned within the scope of their Michigan Teacher Certificate. In the event that assignment is made outside the scope of the certificate, the Administration will discuss the issue with the Association and obtain the consent of the teacher. At the high school and middle school levels, except for special education and alternative education teachers, no teacher will be assigned more than three (3) course titles unless mutually agreeable between the teacher and the administration.
2. By June 1, the principal shall inform returning teachers that their forthcoming year's assignment can be seen. If changes in assignment are necessitated beyond that date, the principal will

notify the teacher by telephone or return receipt mail. In the event the teacher or teachers are dissatisfied with the proposed assignment they may request a conference with principal and/or the Association representatives to discuss the matter. It is understood that the decision of the Superintendent will be final.

3. Any assignment in addition to the normal teaching schedule, as enumerated in Article 4, E.3. shall be mutually acceptable between the Superintendent and the teacher. The teacher and/or Association may file a grievance through level four (4) for the failure of the Board to appoint or reappoint any teacher to a duty contained in the extra duty schedule. The Board determination concerning matters related to extra duty assignment shall be final.
4. Changes in building, grade, or subject assignment will use the following procedure:
 - a. Volunteers will be sought who would be willing to make the transfer from the affected grade level or department.
 - b. If no volunteer is found or if there are multiple volunteers, the administration will examine the reasons for the change and will consider, where practical, the concerns of the teacher or teachers.
 - c. The transfer will be discussed with the teacher or teachers who will be affected prior to a final decision being made.
 - d. In the event the teacher or teachers are dissatisfied with the proposed transfer, they may request a conference with the principal and the Association Representative to discuss the matter.
 - e. It is understood that the superintendent subject to F. 1 of this Article will make the final determination in filling vacancies and/or approving transfers.
5. Job Sharing
 - a. Job sharing positions may be made available:
 - (1) At the discretion of the board
 - (2) Upon recommendation of the superintendent
 - (3) With the approval of the building principals in whose buildings shared positions will be located
 - (4) Within the allocated staff positions for the current school year
 - (5) On a purely voluntary basis
 - b. For the purpose of this Agreement, job sharing shall mean the occupation of a single staff position by two (2) individuals with each assignment being approximately half time. Teachers

who desire to job share a position agree to follow the conditions of this Agreement.

- c. The Superintendent may approve shared positions for the current school year dependent upon the following:
 - (1) The teacher parties not filing for unemployment benefits while employed in a shared position of a voluntary nature. Failure to comply with this provision will result in assigning the teacher as a substitute to provide for full employment.
 - (2) When a shared position is terminated, each partner will return to full employment if positions are available. The assignments will be made based on certification, qualification, and seniority. No full-time employee will be laid off or have their position reduced to accommodate a teacher returning to full-time from a job sharing position.
 - (3) The ability of the district to create a shared position without rescheduling large number of students. In a lower elementary position or in a self-contained classroom, a shared time position will be approved only if the students whose parents object to the arrangement can be accommodated without substantial disruption of classes.
 - (4) Teacher partners having joint responsibility for the same students will, when possible, substitute for their partner except in cases of late notification when daycare arrangements cannot be made.
 - (5) An agreement by the teacher partners that joint planning will be undertaken whenever they have joint responsibility for the same student. In order to accommodate this requirement, individual arrangements will be made with the administration prior to implementation.
 - (6) The Board and the Association shall work closely together on the implementation and evaluation of the shared time program.
 - (7) No teacher in the district shall be involuntarily transferred in order to create shared time positions.
 - (8) Job sharing assignments shall end at the discretion of the Board or indicated in writing by either partner. The individual parties will return to full-time employment subject to the terms of c. (2).
- d. Shared time positions will be compensated as follows:
 - (1) The teaching salary will be pro rated to reflect the fraction of the position shared. The experience and

educational step for each teacher will be the same as the teacher would be entitled to if employed on a full-time basis. This step will determine the base salary from which the salary fraction will be computed. In no case will computed salary and benefits equal more than the whole entitlement of the most senior teacher in the shared position.

- (2) Sick and personal leave will be prorated according to the fraction of the position for which the person is employed.
 - (3) Fringe benefits will be prorated on an individual basis. The cost for the fringe benefit package shall not exceed the prorated cost of full family benefits for a full-time teacher.
 - (4) When substituting for their partner, the teacher shall receive the same rate of pay as that for a one-half day substitute.
- e. Prior to the end of the school year, the parties involved will conduct an evaluation of the job sharing position.
 - f. All staff meetings shall be attended on an alternate basis, the procedure to be mutually agreed upon between teachers participating in the job sharing program and the administration. Other professional commitments, parent-teacher conferences, parent meetings, and professional development days shall be attended as part of each teacher's regular duties with no extra compensation.
 - g. Partners will work full days the first five (5) school days and the last three (3) days of the school year.

G. Facilities - The Board shall make available lunchroom, restroom, and lavatory facilities in each school for teachers' use and at least one room reasonably furnished, which shall be reserved for use as a faculty lounge and/or work room in which smoking shall not be permitted. Provisions for such facilities will be made in all future buildings.

H. Telephone - Telephone facilities that are private will be provided for the teachers' use during the school day. All personal toll calls are to be billed to the teacher's home telephone. After the first personal toll call that is not billed to the home telephone, the teacher will be informed; and will thereafter be charged triple cost for any personal toll calls not billed to his/her home telephone.

I. Vending Machines - in schools where continuous cafeteria service for teachers is not available, a vending machine for beverages shall be installed at the request of the Association; proceeds from the vending machine(s) in the teacher's lounge will be used for a teacher's fund.

J. Parking - Gravel or blacktop parking facilities shall be made available to teachers. Parking areas shall be kept free from glass and debris, and snow and ice removed as soon as possible.

K. Athletic passes - Teaching personnel, their spouse or one guest, and their school-aged children will be admitted free to Milan Athletic events. All children must be accompanied by an adult and teachers must request their pass through the athletic director's office.

L. Transfer

1. Each year, prior to March 1, teachers may request transfer to another school or assignment for the ensuing school year, commencing the following August. It is the responsibility of the teacher to keep the Superintendent's office informed of his/her summer address. The teacher will make such request in writing addressed to the Superintendent of Schools, setting forth the reason for the transfer request, and may outline his/her qualifications for the position if different from the position he/she currently holds. Upon recommendation of the receiving principal and the approval of the superintendent the transfer may be consummated. It is expected that, except for good cause as judged by the Superintendent or his designee, the teacher agrees to remain in this position for two (2) years. Each application shall be renewed biannually to receive consideration.
2. It is understood that final determination in filling vacancies and/or transfers will be made by the Superintendent subject to F.1. of this Article.
3. If a new teaching position is created or a vacancy occurs in the system, the designated director of the Milan Education Association shall be notified of such position in writing as soon as there is final determination that such position will be created or vacancy will occur.
4. Applications for vacancies that occur prior to the last day of the school year shall be on file in writing with the Superintendent within fifteen (15) working days after notice is given to the Association representative. Transfer applications will also be considered for vacancies posted. For vacancies that occur between the last day of the school year and school opening the following steps will be taken:
 - (a) Those teachers who have made a written request for transfer pursuant to L (1) above shall provide the Superintendent with three (3) self-addressed stamped envelopes to enable notification.
 - (b) Vacancies will be posted at the Superintendent's office. Positions filled in mid-year will be posted for the following year.

5. In filling such vacancy, the Board agrees to give due weight to the professional background and attainments of all applicants. All other factors being equal the Board shall support a policy of transfers from within its own teaching staff.
 6. The Association shall encourage teachers to inform the administration in the event they intend to leave the employ of the Board as soon as practicable.
- M. Administrative Openings
1. The designated representative of the Milan Education Association will be notified of any opening of an administrative position as soon as the Board makes final determination that such an opening will occur.
 2. All other factors being considered, the Board shall promote a policy of promotions from within its own teaching staff. The decision of the Board in all cases involving promotion to an administrative position shall be final and shall not be subject to the grievance procedure.

ARTICLE 7

TEACHER EVALUATION

A. The administration will be evaluating the teacher's performance within the time of formal responsibility. The evaluation process and form will be shared with the Association Building Representatives at the beginning of each school year.

1. (a) Probationary teachers shall be evaluated at least two (2) times a year. The first evaluation will be completed prior to December 1st and the second prior to April 15th. Each evaluation will be based upon announced, unannounced, informal observations, on the performance of other duties and responsibilities and the goals developed in the Individualized Development Plan (IDP). The announced and unannounced observations should be a minimum of thirty (30) minutes in length. The observations may occur at anytime prior to the development of the written evaluation, but at least one of them must be planned in consultation with the probationary teacher. The results of formal observations will be discussed with the teacher in a timely manner. The information gathered during the observations will be used to write the evaluations.

(b) Tenured teachers will be evaluated on a rotating schedule, but no less than once every three- (3) years. The administration reserves the right to evaluate a tenured

teacher more often. The evaluation will be based upon announced, unannounced, informal observations and on the performance of other duties and responsibilities. The announced and unannounced observations should be a minimum of thirty (30) minutes in length. The observations may occur at any time prior to the development of the written evaluation, but at least one of them must be planned in consultation with the tenured teacher. The results of formal observations will be discussed with the teacher in a timely manner. The information gathered during the observations will be used to write the evaluations.

2. The administrator shall prepare and submit a written evaluation and recommendations to the teacher prior to May 30th of the year they are evaluated. The administrator shall hold a conference with the teacher to discuss the written evaluation and recommendations.
3. Upon receipt of the evaluation the teacher will sign the form indicating his/her receipt of the report. The signature on the form does not constitute his/her approval unless specifically noted.
4. Teachers involved with the instruction of Advanced Placement courses will be evaluated. This evaluation in the first year will be made part of the formal evaluation only at the request of the teacher.

B. A teacher who disagrees with the content or procedure of evaluation may submit a written answer which shall be attached to the file copy of the evaluation in question and/or submit any complaints through Level 4 of the grievance procedure.

C. If an administrator believes a teacher is doing unacceptable work, the reasons shall be set forth in specific terms. Included will be examples of specific ways in which the teacher is to improve and assistance may be given by the administrator and other staff members. In subsequent conferences it shall be the responsibility of the individual teacher to inquire whether adequate improvement has taken place.

D. Monitoring and observation of the work performance of the teacher shall be conducted openly. The public address or audio system or similar types of communications will not be used for the purpose of evaluation.

E. The Board and the Association recognize that the ability of pupils to progress and mature academically is a combined result of the school, home, economic and social environment and that teachers alone cannot be held accountable for all aspects of the academic achievement of the pupil in the classroom. Test results of academic progress of students

shall not be used as the sole determinant or in isolated instances to evaluate the quality of a teacher's service or fitness for retention.

F. All communications, including evaluations by Milan Administrators, commendations, and documented complaints directed toward the teacher which are to be included in the personnel file shall be made available for review of the teacher prior to placement in the file; a copy of any such communication will be provided to the teacher at this time. Pre-placement information such as confidential credentials, letters of reference from universities, individuals, or previous employers are exempt from such review. A written statement for inclusion in the personnel file may then be made by the teacher in regard to materials that were not signed by the teacher. A representative of the Association may accompany the teacher.

G. Ordinarily, observations of teachers shall not be for less than a full class period or for the duration of a particular teaching lesson.

ARTICLE 8

STUDENT DISCIPLINE AND TEACHER PROTECTION

A. Discipline.

1. Special Students. The Board will give support and assistance to teachers with respect to the maintenance of control and discipline. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, or law enforcement personnel, the teacher shall advise the principal, and if the principal concurs, steps shall be taken to provide such special attention as is required. In-the event of a disagreement, the teacher may appeal the decision to the Superintendent or designee.
2. Disruptive Students - Disruptive students will not be allowed back into the classroom without discussion between teacher and administration.

B. Worker's Compensation and Unemployment Insurance. The Board shall provide worker's compensation insurance and unemployment insurance as provided by law.

C. Assault

1. Any case of assault upon a teacher, which had its inception in a school-centered problem, shall be promptly reported to the Board or its designated representative. If the assault was by pupil(s), the Administration shall promptly investigate the matter and determine suitable treatment for the assaulting pupil(s). The minimal treatment would be the permanent removal of the student(s) from that teacher's classroom for the remainder of the year,

subject to legal limits. This decision shall be communicated to the teacher concerned. If the assault is by an adult, who is not a pupil, the Board or its designated representative shall promptly report the incident to the proper law enforcement authorities.

2. If legal action is instituted against a teacher by reason of appropriate disciplinary action taken by a teacher against a student in accordance with Section 1312 of the Revised School Code, the board shall provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

D. Complaint. Any complaint considered serious enough by the appropriate administrator to add to the teacher's personnel file shall be called to the teacher's attention. Such complaints against the teacher shall have been lodged with the administrator's office in writing. The teacher may file a statement of his/her own regarding the complaint and may grieve the inclusion in his/her personnel file.

E. Loss of Time, Injury at School. Any injury that arises out of or occurs in the course of employment of a teacher shall be promptly reported to the building principal. The teacher shall be supplied with the appropriate forms in the event a worker's compensation claim is to be filed. If a teacher is assaulted as a result of the performance of his/her professional duties as mentioned in Paragraph C above, the teacher's wages shall continue in full without reduction in accumulated sick leave until worker's compensation commences. Then the Board agrees to pay the difference between worker's compensation and the amount the teacher would normally receive in salary for the duration of the school year in which the incident occurs. The teacher may be subject to disciplinary action by the Board if the situation warrants same.

ARTICLE 9

NEGOTIATION PROCEDURES

A. All items within this contract shall remain unchanged during the term of this agreement and neither party may require the other to enter into negotiations for the purpose of altering or amending same, nor shall either party have the power to require additions to this contract, specific reference being made to Article 14.

B. Either party may notify the other in writing at least sixty (60) days prior to its termination that it wishes to enter into negotiation on a successor agreement.

C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the membership of the Association and by a majority of the Board of Education, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

D. If the parties fail to reach agreement in any such negotiations, the procedure described in the Public Employment Relations Act, as amended, shall be followed.

ARTICLE 10

LEAVES OF ABSENCE

A. Leaves with pay chargeable to teachers.

1. Sick Leave - At the beginning of each school year, each full time teacher shall be credited with annual leave as follows:

O to 10 years experience at Milan	11 days
Over 10 years experience at Milan	12 days

Part time teachers shall receive sick leave on a prorated basis.

In the event a teacher leaves the employ of the Board before the end of the school year, or begins employment other than at the beginning of the school year, his/her sick leave for that school year shall be computed at the rate of one and one-tenth (1-1/10) days per month for those with less than 10 years experience at Milan or one and one-fifth (1-1/5) days per month for those teachers with over ten (10) years experience at Milan.

- (a) Sick leave is intended to be used for the following:
Personal illness, injury, or temporary disability
(Appendectomy, pregnancy, etc.). Serious illness or death in the immediate family (spouse, parents, children, grandparents, brothers, sisters, in-laws or others in the same relationships, or dependent). Death or funeral service of others whose relationship warrants such attendance (with notice to the Superintendent or designee). Medical or dental reasons.
- (b) Deduction of pay shall be prorated from the next three (3) consecutive payroll checks following the days used in excess of the eligible or accumulated sick leave. The daily amount to be deducted shall be determined by dividing the annual salary by the number of workdays in the teacher year.

- (c) The unused portion of sick leave shall accumulate from year-to-year to a maximum of two hundred ten (210) days for teachers hired prior to June 1996 and one hundred eighty five (185) days for teachers hired after June 1996. See 10.A.1.i for the only exception.
- (d) Using the district's web-based attendance system, teachers shall notify the building principal or his/her representative in the event of an absence due to personal, critical, or emergency illnesses. Elementary teachers shall make this notification not later than one and one-half hours prior to reporting time (two hours prior to reporting time for middle school and high school teachers) so that substitutes may be obtained, unless circumstances make such notification impossible or unreasonable. Teachers will have lesson plans available for use by substitutes in the event of absence. In order to receive payment for emergency absence without notification to the principal or his/her representative at the times hereinabove specified, it will be necessary for the teacher to file with the building principal or his/her representative a written statement concerning the reasons for failure to notify.
- (e) All sick leave days are charged to the individual whether or not a substitute is hired. Sick leave days shall be charged in one-half day multiples. Any part of a half-day shall be charged as the next full half-day.
- (f) When any sick leave day falls on an "Act of God" day, it will not be charged to the teacher.
- (g) The Board reserves the right to require a physician's statement in the event the teacher's reason for absence is questionable.
- (h) At the end of each year, a teacher who uses three (3) or fewer personal business/sick days will receive a bonus day to be used the same as a personal business day the following year.
- (i) In exchange for 180 accumulated sick days earned in the Milan Area Schools, the District will make a \$7,500 employer contribution into the employee's 403B in accordance with all state laws, federal laws, and Penserv requirements. To be eligible to apply for this benefit, a teacher must have accumulated a total of two hundred (200) days or more. Teachers will be considered on a "first come first served" basis until up to ten (10) have been accommodated. Teachers, who are presently eligible, will be accepted on a seniority basis. The deadline for application is October 31st. Whenever sick days are used for severance purposes, the cap of two hundred ten (210) days will be waived.

2. Sick leave bank

(a) Definitions:

(1) "Bank" when used hereinafter shall refer to the tenure sick leave bank.

(2) The word teacher as hereinafter used shall refer to a participating staff member who has acquired tenure or who has been employed for a period of three (3) years and has accumulated twenty-two (22) sick days in the Milan Area Schools.

(b) Any teacher defined in A.2. above may elect to become a participating member of the tenure sick leave bank by authorizing in writing within three (3) working days of the beginning of the school year. Said authorization shall be filed with the Superintendent.

(c) Tenure Sick Leave Bank Accumulation:

(1) At the close of the school year any days not so used as hereinafter stated from the bank shall remain in the bank for the next year's use. All new members shall be required to contribute one (1) personal sick leave day as hereinafter mentioned.

(2) If at any time the bank shall be exhausted, each participating teacher shall thereafter contribute one more personal sick leave day to the bank here and before stated.

(d) Eligibility for withdrawal of days from the bank:

(1) Any participating teacher shall be eligible for consideration by the Board of trustees for withdrawal of days from the bank when he/she meets the following conditions:

a. Have used all his/her current sick leave eligibility, and
b. Exhausted all of his/her accumulated sick leave from previous years, and

c. Shall have been ill ten (10) consecutive workdays immediately preceding the application for days from the bank,

d. Shall be eligible for a maximum number of days equal to twice the accumulated sick leave and the current sick leave eligibility as determined at the beginning of the absence for which sick leave bank days are requested.

(2) No teacher may withdraw any days from the bank except for use as personal sick leave (not including normal childcare), nor may sick leave bank days be utilized in lieu of long-term disability.

(3) It is understood that exceptional cases, where a teacher has no accumulated sick leave, will be considered. Approval of

use of sick leave bank days will require unanimous approval by the Tenure Sick Leave Board of Trustees.

- (e) A Board of Trustees shall be elected to administer the bank. The high school, middle school, and both elementary schools personnel shall elect one board member each. The fifth member shall be an administrator.
 - (1) Duties and Rights - When a teacher requests sick leave from the bank, the Board of Trustees may do any one or all of the following to determine if the request is legitimate:
 - a. The Board of Trustees shall have the sole discretion to authorize use or discontinuance of use of days from the sick leave bank in accordance with the eligibility requirements of section d. above
 - b. Check with the doctor in charge and/or require written confirmation of a confining illness at any time during the period covered by the bank's sick leave.
 - c. May forthwith cease further bank sick leave withdrawals if it is determined that these withdrawals are being abused. This action shall be done only by a majority vote of the Board of Trustees.
 - d. Investigate the application and/or use of days from the sick leave bank.
 - (2) Responsibilities:
 - a. Inform the borrower and Superintendent of any change in status, pay, or upon end of coverage.
 - b. Keep accurate books showing the present status of anyone borrowing from the bank.
- 3. Personal Leave - A maximum of four (4) personal days will be allowed each year except where a bonus day applies. Unused personal days will be added to personal sick leave accumulation at the end of the school year. In an extreme emergency, with administrative approval, additional days from the individual's sick leave may be allowed. These days cannot be used the first or last week of school, the day before or after a holiday, on a professional development or school improvement day, or in conjunction with sick days, except in an emergency situation. These days will be charged in one-half (1/2) day multiples.
 - (a) Personal days shall be used for valid personal business that cannot be transacted outside the school day or for other reasons that are of a private nature, which in the teacher's opinion require his/her presence. These days will not be used in any way that will adversely reflect upon the Milan Area Schools. No more than two (2) personal days can be taken on

consecutive workdays unless approved by the superintendent for a special occasion.

(b) Teachers shall notify their principal in writing at least forty-eight (48) hours ahead of time when possible of the intention to use a personal day. This notification will occur using the district's web-based attendance system.

(c) Personal leave days may not be used for tardiness.

B. Leaves with pay not charged to teachers.

1. For work related injuries, sick leave should not be charged to the teacher for absence prior to eligibility for workers' compensation weekly benefits being established.
2. A teacher called for jury duty or who is subpoenaed, will be compensated for the difference between his/her teaching pay and the pay received for the performance of such obligation. Upon request, the Superintendent will assist a teacher seeking to be excused from jury duty. In no case will the Board pay compensation for any day during which the teacher is absent for court proceedings in which he or she is a defendant or is suing or being sued by any other party.
3. Teachers should be encouraged to attend workshops, conferences, conventions, and/or other meetings that would positively reflect both professional staff development and the positive image of the Milan Area Schools. Teachers and staff members who attend conferences, etc. are encouraged to share what they have gained with other teachers and staff members.
4. Vocational education teachers will be given time during the school day for three (3) advisory committee meetings as required by the State.
5. Association representatives may attend workshops, conferences, conventions, and other activities sponsored by the Michigan Education Association and/or the National Education Association not to exceed eleven (11) days per school year, with the Board paying for the substitute salary for the first seven (7) days and the Association paying for the substitute salary for the last four (4) days. The Association Directors will make the request for such days.
6. Teachers who have been in the employ of the Board for a minimum of seven (7) years may be granted a sabbatical leave not to exceed one (1) year. Teachers on sabbatical leave for the entire year will receive fifty (50) percent of their annual base salary. Teachers on sabbatical leave for one (1) semester will receive twenty-five (25) percent of their annual base salary. The Board

shall continue to pay the insurance premiums during the duration of the leave including LTD coverage.

(a) Sabbatical leaves may be granted for the following reasons:

- (1) Formal Study - for earning credit toward an advanced degree on a planned program beyond the Master's Degree at an accredited college or university.
 - (2) Research and/or writing - All research and/or writing sabbaticals shall be under the guidance of competent research personnel and shall be for the purpose of fulfilling the needs of the district. If such a sabbatical is requested, a committee of teachers and administrators shall review the topic submitted to determine if it would fulfill an educational need of the district.
- (b) The Board will give equal weight to the following criteria for applicant priority:
- (1) Date of filing application
 - (2) Purpose of leave
 - (3) Length of service in the district
 - (4) Professional growth of staff member
 - (5) Potential benefit to school system
 - (6) Demonstrated dedicated service to the school system.
- (c) Before beginning a sabbatical leave, the teacher shall enter into a contract with the district to return to active service in the Milan Area Schools for a period of at least two (2) years after the expiration of such leave. A teacher who does not fulfill this agreement shall repay the full amount received for the sabbatical.
- (d) Sabbatical leave shall be limited to not more than one (1) percent of the teachers in the Milan Area Schools District in any one school year and the granting of such leave shall be at the discretion of the Board of Education.
- (e) A teacher returning from a sabbatical leave of one year or less shall be entitled to return to his/her same position. The teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district during such period. Unused sick leave accumulation prior to the beginning of the leave shall be restored upon return, but no accumulation shall take place during the leave.
- (f) Application for sabbatical leave must be made to the Superintendent not later than February 1 of the preceding school year.

7. A teacher upon at least seventy-two (72) hours advance notice may receive such time as is necessary to take a military service physical examination with pay provided the Board shall not be obligated to pay more than one day's pay unless proof is submitted that the additional time was actually necessary to take such a military service examination. This section applies if the draft is reinstated.
 8. When any paid leave days fall on an "Act of God" day, they will not be charged to the teachers.
- C. Leaves of absence without pay.
1. Such leaves will be granted to a tenure teacher upon written request to the Board unless the Board presents in writing specific reasons why the leave will not be in the best interests of both parties.
 2. Written requests will include suggested beginning and ending dates of the leave. A leave of absence will be granted for a maximum of one (1) school year.
 3. A leave of absence may be renewed upon written request by the teacher to the Board. Requests must be made at least sixty (60) calendar days before the termination of the leave and shall not exceed one (1) year for each renewal.
 4. Failure to return from a leave of absence on the date specified in the leave shall be deemed a resignation unless a renewal has been granted.
 5. A leave of absence may be terminated at any time during the course of the leave by mutual agreement between the teacher on leave and the Board.
 6. Increments of sick leave will not diminish or accrue during leaves of absence, except as otherwise stated in this agreement.
 7. Teachers on such leaves will provide in writing before the beginning of the leave a general outline and other material for the duration of the absence, as requested by the principal in order to maintain curricula continuity through the substitute.
 8. The employer will assign an employee returning to duty after a leave of one (1) year or less to the same position held prior to the leave.
 9. In case of emergency an approved leave may be started prior to the approved date with permission of the Board.
 10. Specific leaves without pay will be subject to further stipulations as follows:

- (a) Personal illness, injury, or temporary disability.
 - (1) A written request must be made at least one (1) month before the start of the leave except in the event of an emergency.
 - (2) Unpaid leave may be used in conjunction with sick leave upon written request if a teacher has exhausted his/her sick leave and is not physically able to return to school. Such use of the unpaid leave must be verified by a physician's statement. In this case the one (1) month request period for the leave would be waived.
 - (b) Family illness.
 - (1) In the event that a teacher has exhausted his/her sick leave, unpaid leave shall be granted for personal or family illness.
 - (2) Such use of unpaid leave must be verified by a physician's statement. Unpaid leave may be granted to a teacher for study upon the submission, with the leave request, of a course of study approved by an accredited institution of higher education.
 - (c) Uniformed services leave of absence shall be granted to any teacher in accordance with the Uniformed Services Re-employment Act.
 - (d) Other paid leaves of absence may be granted by the Board upon receiving in writing from the requesting teacher the purpose of the leave, the probable advantage to the school district, the length of the requested leave, and other such information as will assist the Board in making a decision concerning such leave.
11. Unless otherwise specified, a leave of absence, when granted by the Board shall:
- (a) Terminate at the beginning of the year. A teacher who desires to return from a leave of absence which expires at the beginning of the school year shall provide the Superintendent of Schools with written notice of intent to return no later than the April 1st which precedes the termination of the leave of absence. Failure to provide such notice shall irrefutably and conclusively constitute the teacher's resignation from employment.
 - (b) Not diminish or accrue seniority of the individual and the rights attendant thereto.
 - (c) Not entitle employee to payment of insurance premiums, deductions of dues, or any other deductions, except that an employee on leave may upon written request to the

Superintendent make arrangements to have insurance premiums continued for up to a maximum of one (1) year by making his/her payment(s) to the school district, subject to the rules and regulations of the carrier(s).

- (d) Entitle the employee to all such rights, accumulated sick leave, and other benefits acquired prior to the start of the leave of absence upon his/her return to employment.
12. If an employee on leave accepts employment elsewhere or enters into a contract for another full time permanent teaching position without Board approval, his/her leave will be automatically terminated and his/her employment will terminate.

ARTICLE 11

GRIEVANCE PROCEDURE

A. A grievance shall be defined as a claim by a teacher or the Association that there has been a violation of the expressed terms of this contract. The following matters may be subject to grievance through Level Four only:

- 1. Termination of services or failure to re-employ a probationary teacher.
- 2. The failure of the Board to appoint or reappoint any teacher to a duty contained in the extra duty schedule.
- 3. Any dispute involving the content of an insurance policy.
- 4. Any matter for which there is recourse under state or federal statutes and any dispute within the jurisdiction of a state or federal agency.

B. The Association shall designate representatives for each building to handle grievances when requested by the grievant and shall inform the Superintendent of their names no later than ten (10) days after the beginning of the school year.

C. Definitions.

- 1. An "aggrieved person" is the person or persons making the claim.
- 2. The term "teacher" includes individuals or groups who are members of the bargaining unit covered by this Agreement.
- 3. The "party of interest" is the person or persons making a claim and any person or persons who might assist in order to resolve the claim.
- 4. The term "days" shall mean workdays.

D. Purpose

- 1. The primary purpose of this procedure is to secure at the lowest level possible, equitable solutions to the problems of the parties.

2. Nothing contained herein shall be construed as limiting the right of any teacher to discuss any matter informally with any appropriate member of the Association, Administration, or the right of any administrator to discuss any matter informally with the teacher.
 3. In order to expedite the procedure, the grievance may be referred to the appropriate level as determined by the principal in the informal discussion prior to institution of the formal grievance, but it is understood that the time limit for Level One filing of the grievance will apply in all cases.
- E. Steps in the Grievance Procedure
1. Level One - If a teacher or the Association believes that a violation has occurred, he/she shall discuss the alleged violation with the building principal or immediate supervisor within ten (10) days of its occurrence. The grievant may request Association representation at this level. If no resolution is obtained within three (3) days of this discussion, the teacher or the Association shall reduce the grievance to writing on the form provided in Appendix B within six (6) days of said discussion proceeding to Level Two.
 2. Level Two - The written grievance shall be filed with the principal or his/her designated representative and receipted in writing. All written grievances shall also be signed by the building representative. Within three (3) days of receipt of the grievance, the principal shall meet with the grievant and the building representative in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance in writing within three (3) days of such meeting and shall furnish a copy to the building representative and grievant. If this decision is unsatisfactory or if no decision is rendered within three (3) days, the grievant may proceed through the Association Grievance Committee, hereinafter called the A.G.C., to Level Three within five (5) days of the meeting at Level Two.
 3. Level Three - Within five (5) days of the receipt of the grievance the Superintendent or his/her representative shall meet with the A.G.C. and discuss the grievance. The Superintendent or his/her representative shall render his/her decision in writing within three (3) days of the meeting transmitting a copy of the decision to the principal, grievant, A.G.C., and place a copy in the permanent file in his/her office. If the decision is unsatisfactory or if no decision is rendered, the A.G.C. and the grievant may appeal the decision to the Board of Education within five (5) days of the decision.

4. Level Four - The Board and the A.G.C. shall meet at a mutually convenient date, but not later than fifteen (15) days from the filing of the appeal at Level Four to discuss the grievance. The Board shall render a decision in writing within ten (10) days of the discussion transmitting a copy thereof to the Superintendent for permanent filing, the A.G.C., the principal, and the grievant. In discipline or discharge cases, the meeting may be open or closed at the discretion of the grievant.
5. Level Five - If the Association is not satisfied with the disposition of the grievance at Level Four, it may, within fifteen (15) days after the decision of the Board, request, in writing, the appointment of an arbitrator to hear the grievance. If the parties cannot agree upon an arbitrator, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules, except each party shall have the right to peremptorily strike not more than three (3) from the list of arbitrators.
 - (a) Individual teachers shall not have the right to process a grievance at Level Five.
 - (b) Neither party may raise a new defense or ground at Level Five not previously raised or disclosed at other written levels. Each party shall submit to the other party not less than five (5) days prior to the hearing a prehearing statement alleging facts, grounds, and defenses which will be proven at the hearing and shall hold a conference at that time in an attempt to settle the grievance.
 - (c) The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board, and the Association. The arbitrator's actions and decision shall comply with the Michigan Uniform Arbitration Act, MCL 691.1681 et seq.
 - (d) Powers of the arbitrator are subject to the following limitations:
 - (1) He/she shall have no power to add to, subtract from disregard, alter or modify any of the terms of this Agreement.
 - (2) He/she shall have no power to change any practice, policy or rule of the Board nor to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board.
 - (3) He/she shall have no power to establish salary scales or to change any salary except in conformity with this Agreement.

- (4) He/she shall have no power to rule on any matter involving a prohibited bargaining subject.
 - (5) He/she shall not hear any grievance relating to the failure of the Board to appoint or reappoint any teacher to a duty contained in the extra duty schedule.
- (e) After a case on which the arbitrator is empowered to rule has been referred to him/her, it may not be withdrawn by either party except by mutual consent.
 - (f) If either party disputes the arbitrability of terms of this Agreement, the arbitrator shall first determine the arbitrability of the matter, and in the event he/she finds it a matter on which he/she has no power to rule, it shall be referred back to the parties without decision or recommendation on its merits.
 - (g) More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the individual parties.
 - (h) Where no wage loss has been caused by the action of the grievance, the Board shall be under no obligation for monetary adjustments and the arbitrator shall have no power to order one. The Board shall be required to pay all wage loss adjustment due from the date of the inception of the grievance at Level One.

F. Miscellaneous Policies Concerning Grievances

1. Should a teacher or the Association fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a teacher fail to appeal a decision within the limits specified, or leave the employ of the Board, all further proceedings on a previously instituted grievance shall be barred, except concerning a claim involving a remedy directly benefiting the grievant regardless of this employment.
2. Any grievance that either (a) is not processed, or (b) is disposed of under procedures adopted by the Board and the Association in the implementation of the Grievance Procedure shall be considered settled, and such settlement shall be final and binding upon the Board, the employee or employees involved, the Association and its members.
3. 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 filed after May 15 of any year and strict adherence to the time result in hardship to any

party, the Board and the Association shall use their best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.

4. Notwithstanding the expiration of this Agreement, any claim or grievance arising during the life of the contract may be processed through the grievance procedure until resolution.

ARTICLE 12

STUDENT TEACHERS

A. Supervisory teachers shall have had not less than two (2) years teaching experience prior to being assigned as a supervisory teacher.

B. A student teacher shall be assigned only by mutual consent of the building principal or his/her designee and the teacher who will be a supervisory teacher.

C. A supervisory teacher shall receive such monies as are paid to the Board by the participating University or College.

ARTICLE 13

LAYOFF AND RECALL

A. The parties to the Agreement, realizing that it is within the discretion of the Board to assign staff and to prescribe and correspondingly to reduce the educational program and curriculum, agree that when the Board does in fact reduce the educational program or curriculum, the following procedures will govern the reduction:

1. Teacher evaluation ratings will be the primary factor used in determining personnel decisions related to a reduction in force, recall from a reduction in force, or hiring after a reduction in force. Teachers earning a highly effective or an effective rating will be given preference over teachers earning a minimally effective or ineffective rating. If a "tie-breaker" is necessary, then the following process will be used.
 2. Probationary Teachers
 - (a) New employees hired into the unit shall be considered probationary employees as prescribed by the Tenure Act.
 - (b) Probationary employees will have no seniority.
 - (c) Probationary teachers shall be laid off first. However, a probationary teacher shall not be laid off unless there is a tenure teacher who is certified, qualified and available to

perform the duties of the position the probationary teacher is vacating.

3. Tenure Teachers

- (a) Any employee who is granted tenure by the Milan Board of Education shall have seniority from their last date of hire.
- (b) Credit given for outside teaching experience in other school districts shall not be considered for the purpose of accumulating seniority but shall serve to reduce the probationary period within the provisions of the Tenure Act.
- (c) Only continuous employment within the system will be counted for the purpose of accumulating seniority; however, leaves of absence granted for a period of less than one year, according to this contract, shall not constitute interruption of continuous service and shall be counted for the purposes of seniority. Leaves of absence granted for a period of one year or more, according to this contract, shall not constitute interruption of continuous service, but shall not be counted for purposes of seniority.
- (d) If a reduction in teaching personnel is still necessary after the procedures in (A)(1) and (A)(2) have been followed, then tenure teachers in the specific positions being reduced or eliminated shall be laid off on the basis of seniority, except as hereinafter provided. Layoffs made pursuant to this section shall be made in the inverse order of seniority, i.e. those with the least seniority are to be laid off first. For the purpose of this article "seniority" is defined to mean the amount of time an individual is continuously employed within the school district.
- (e) A tenure teacher, who is laid off pursuant to this Article, has the right to be placed in a teaching position for which he/she is certified and qualified. The Association recognizes that in the areas of 7-8th grade instrumental music or foreign language, a teacher must have an endorsement in that area. The Association recognizes that in the areas of 7-8th grade industrial arts, home economics, and art, a teacher who is certified must also be qualified to teach these subjects. "Qualified" shall be used only in referring to these positions and shall be defined as having four (4) hours college credit in the area or one (1) year's teaching in the area, or its equivalent, or agrees to accumulate a minimum of four (4) semester hours. Such course work, if needed, is to be undertaken and completed within the first school year in which the teacher assumes the new position. The tuition costs of such training shall be borne by the Board of Education.

B. The Board shall prepare a seniority list, listing employee dates of hire, certification and endorsements, and transmit a copy to the Association by January 15. Should the Association question the accuracy of the seniority list, it will promptly make its concern in this regard known to the Board, in no event later than February 1.

C. When a reduction and/or reassignment due to layoff is contemplated, the Association designee shall be notified at least forty-eight (48) hours prior to Board action on such changes.

D. Teachers who are laid off during a contract year shall be considered as having completed the contract year for purposes of placement on the salary schedule if employed for more than one-half of the school year. If the teacher is employed for one-half year or less, he/she shall be considered as having completed one-half of the school year.

E. Recall Procedures

1. Teacher evaluation ratings will be the primary factor used in determining personnel decisions related to a reduction in force, recall from a reduction in force, or hiring after a reduction in force. Teachers earning a highly effective or an effective rating will be given preference over teachers earning a minimally effective or ineffective rating. If a "tie-breaker" is necessary, then the following process will be used.
2. Recall of tenure teachers shall be in the inverse order of layoff, i.e., those laid off last will be recalled first; provided, however that a teacher to be reassigned shall be certified and qualified as herein set forth to teach the specific course he/she is being assigned.
3. Recall shall be by personal contact or certified mail, return receipt requested. Employees notified by mail of recall, who do not notify the Administration within five (5) days of receipt of notice, or in any event fail to report for duty within fifteen (15) days of the date of mailing notice of recall, shall be considered as resigned.
4. It shall be the duty of each teacher to maintain a current mailing address with the Superintendent's office.
5. The recall list shall be maintained and updated by the Board until all teachers on the list have been recalled or have resigned.
6. The Board shall not be obligated to recall laid-off probationary teachers for a period longer than two (2) years from the first school day of the next school year.

7. The Board shall not be obligated to recall laid-off tenure teachers for a period longer than eight (8) years from the first school day of the next school year.

F. The individual Contract, executed between each teacher and the employer, is subject to the terms and conditions of this agreement and all Board policies. It is specifically agreed that this article takes precedence over and governs the individual contract is expressly conditioned upon this article.

ARTICLE 14

COMPLETION OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this agreement. Therefore, the Board and the Association, for the life of this agreement, each voluntarily and unqualifiedly waives the right, and each agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement except as noted below. This waiver shall extend to such subjects or matters as with due diligence could reasonably have been within the contemplation of the parties. Such subjects or matters which could not reasonable have been within the contemplation of either or both of the parties at the time that they negotiated or signed this Agreement, or those matters which may be subsequently declared illegal or changed by law or ruling, may be reopened by either party pursuant to Article 9 of this Agreement.

ARTICLE 15

EMERGENCY MANAGER

An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1541 et seq., shall have the authority to reject, modify, or terminate the collective bargaining agreement as provided in that Act.

ARTICLE 16

TERMINATION OF CONTRACT

This Agreement shall continue in effect for a three-year term until the fifteenth day of August 2021.

MILAN AREA SCHOOLS, WASHTENAW
AND MONROE COUNTIES, MICHIGAN

MILAN EDUCATION ASSOCIATION
MILAN, MICHIGAN

By _____
Its President

By _____
Its President

By _____
Its Secretary

By _____
Chief Negotiator

By _____
Its Superintendent

Milan Area Schools – 2018-2019 School Calendar

August

29 Staff PD Day
30 Staff PD Day

September

4 First Student Day

October

31 AM Classes / PM Staff PD

November

19 Evening PT Conferences
20 AM Classes / PM-Evening PT Conferences
21 AM Classes / PM No School
22-23 No School - Thanksgiving

December

12 AM Classes / PM Staff PD
24-31 No School – Winter Break

January

1-4 No School – Winter Break
21 No School – Martin Luther King Day

February

6 AM Classes / PM Staff PD
15-18 No School – Mid Winter Break

March

PT Conferences Occur
1 AM Classes / PM No School
25-29 No School – Spring Break

April

19-22 No School – Easter Break

May

8 AM Classes / PM Staff PD
27 No School – Memorial Day

June

13 Last Student Day /AM Classes / PM Records

August 2018

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

September 2018

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

October 2018

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

November 2018

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

December 2018

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

January 2019

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

February 2019

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

March 2019

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

April 2018

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

May 2019

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

June 2019

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

July 2019

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

180 Student Days
184 Teacher Days

MS and HS Dates
11-9-17 Mid Semester Point
1-25-19 End of Semester 1
4-5-19 Mid Semester Point
6-13-19 End of Semester 2

Paddock and Symons Dates
11-16-18 End of Trimester 1
3-1-19 End of Trimester 2
6-13-19 End of Trimester 3

APPENDIX B
MILAN AREA SCHOOLS
GRIEVANCE FORM

GRIEVANCE NUMBER _____

CAUTION: Any grievance not in accordance with this form may be rejected as improper. No time limits will be extended for improper filing or filling out of this form.

ORAL DISCUSSION OF LEVEL I WAS HELD ON _____ DAY OF _____, _____

LEVEL II DATE GRIEVANCE OCCURRED_____

NAME (S) OF GRIEVANT (S) _____

BUILDING _____ ASSIGNMENT _____

STATEMENT OF FACTS GIVING RISE TO GRIEVANCE:

SECTION OF AGREEMENT VIOLATED. (CITE SPECIFIC SECTIONS)

RELIEF SOUGHT:

Date _____ Signature of Grievant

Date _____ Signature of Building Representative

RECEIVED BY PRINCIPAL OR HIS AGENT _____ Date
Initials _____

DISPOSITION BY THE PRINCIPAL

Date _____ Signature of Principal

LEVEL III
APPEAL GROUNDS:

Date _____ Signature of Grievant

Date _____ Signature of A.G.C.

RECEIVED BY SUPERINTENDENT OR HIS AGENT _____ Date
Initials _____

DISPOSITION BY SUPERINTENDENT

Date _____

Signature of Superintendent

LEVEL IV

APPEAL GROUNDS:

DATE _____

Signature of Grievant

DATE _____

A.G.C. Signature

RECEIVED BY BOARD OF EDUCATION REVIEW COMMITTEE OR THEIR AGENT

Date

Initials

DISPOSITION BY B.E.R.C.:

Date _____

Signature

LEVEL V

APPEALED TO ARBITRATION

Date _____

Signature

Letter of Agreement 1

For the 2018-2019, 2019-2020, and 2020-2021 school years, this letter of understanding replaces Article 6.E.1-3. The existing contract language of Article 6.E.1-3 will be re-instituted for the 2021-2022 school year unless negotiated differently. Teachers will be compensated for student overages according to the chart below.

Grade	\$10 / day or 1 additional hour of Paraprofessional support	\$12 / day or 2 additional hours of Paraprofessional support
K	26	27
1	26	27
Grade	\$10 / day	\$12 / day
2	27, 28, 29	30, 31
3-5	29, 30	31, 32, 33
	\$1.66 / day	\$2.00 / day
6-12	190-192	193-200
Elementary Specials:		
K	133-137	>137
1	133-137	>137
2	148-152	>152
3-5	153-157	>157

The exceptions to the above are: secondary music, secondary physical education, MCIS, and teacher-approved exceptions (e.g. teaching assistants, independent study, etc.). K-5 Specials (Music, Spanish, PE, Technology, and Art) teachers who accept a "double-up" of students during a grade level Specials time will be compensated according to Article 4.C.2 during the duration of the "double-up".

In order to be compensated for any overages, the individual teacher must request payment using the form below. The forms are due on the following dates in order to receive payment for the given school days. The administration will determine the amount of overage due using student data from Powerschool. Once the teacher agrees with the overage due, the teacher will be compensated accordingly. K-5 Specials (Music, Spanish, PE, Technology, and Art) teachers who accept a "double-up" of students during a grade level Specials time will be compensated according to Article 4.C.2 during the duration of the "double-up".

Due Date (last day of each quarter marking period)	Dates Covered (dates in the quarter marking periods)
11-9-18	9-4-18 through 11-9-18
1-25-19	11-12-18 through 1-25-19
4-5-19	1-28-19 through 4-5-19
6-13-19	4-8-19 through 6-13-19

Teacher/Student Overage Request Form for 2018-19 (2019-2020 & 2020-2021 TBD)

Teacher Name: _____ Teacher Signature: _____

Due Date (circle one): 11-9-18 1-25-19 4-5-19 6-13-19

Turn this form in to your building Principal prior to the due date.

Office use Only: Date Received _____ Principal Initials _____

Letter of Agreement 2

Providing opportunity for professional growth is basic to teacher effectiveness and instructional improvement. Fostering such opportunity through a variety of experiences offers staff the flexibility to meet individual and group needs within the context of both interest and expertise.

In recognition of a responsibility toward professional growth, teachers shall participate in six (6) hours of staff development activity beyond the regular teacher workday.

Teachers will be able to participate in a wide-variety of opportunities including district offered options, webinars, workshops, WISD offerings... However, all choices must be pre-approved (using the district form) by the teacher's evaluator in order to be applied to the six (6) hours.

The district will strive to offer 6 hours of professional development opportunities during each semester of the school year.

Personal, Sick, and Compensation days may not be used by a teacher in fulfillment of all or part of the six (6) hour staff development requirement. Part-time teachers shall have the staff development requirement adjusted proportionate to their assignment (e.g., .5 FTE/3 hours; .6 FTE/3.6 hours).

Within two weeks of a teacher completing a staff development event, the teacher should complete the required post-event evaluation form.

On or before May 30 of each school year, each teacher will provide their evaluator with the following:

1. The district log sheet.
2. A pre-approval process for each item on the log.
3. A post-event evaluation process for each item on the log.

Each (1) hour of staff development completed is equal to 1/6th of the teacher's per diem pay. If a teacher does not earn 6 hours, the unfulfilled hours will be deducted on the second pay period of June.