AGREEMENT

between

DEARBORN HEIGHTS SCHOOL DISTRICT NO. 7
BOARD OF EDUCATION

and

DEARBORN HEIGHTS SCHOOL DISTRICT NO. 7
EDUCATION ASSOCIATION, MEA/NEA

September 1, 2024 through August 31, 2027

Board of Education

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AGREEMENT

BOARD OF EDUCATION
DEARBORN HEIGHTS SCHOOL DISTRICT NO. 7
EDUCATION ASSOCIATION, MEA/NEA

This Agreement for the period of September 1, 2024 through August 29, 2027 is entered into effective November 15, 2021 by and between the Dearborn Heights School District No. 7 Board of Education, hereinafter called the "Employer" or "Board" and the Dearborn Heights School District No. 7 Education Association, hereinafter called the "Union."

PREAMBLE

Recognizing that providing quality education is the paramount aim of the Employer and the Union and that character of such education depends largely upon the quality and morale of the teaching service, we hereby declare:

1. Whereas, the Union recognizes that the Employer, under law, has the final responsibility for establishing policies for the district; and

2. Whereas, the Employer recognizes that teaching is a profession; and

3. Whereas, the Employer recognizes the educational expertness of the teachers and views the consideration of educational matters as a mutual concern; and

4. Whereas, the laws of the State of Michigan authorize public employees and public Employers to enter into collective negotiation agreements concerning wages, hours and other terms and conditions of employment of such employees; and

5. Whereas, it is expressly understood that procedures and qualifications for hiring new teachers is the exclusive right of the Employer under the laws of the State of Michigan; and

6. Whereas, at a representation election held on May 7, 1979, the Union was selected by a majority of the teachers as defined in Article Section A of this Agreement as their exclusive representative for the purposes of collective negotiations with the Employer with respect to wages, hours and other terms and conditions of employment and was duly certified as such representative by the Employment Relations Commission of the State of Michigan on May 22, 1979; and

7. Whereas, following extensive professional negotiations between representatives of the parties, certain understandings were reached between representatives of the Employer and the Union concerning such matters; and

8. Whereas, the Employer and the Union desire to incorporate such understandings into a written collective negotiations agreement in9the best interest of education in Dearborn Heights School District No. 7.

Now, therefore, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1
RECOGNITION

A. The Employer and its agents hereby recognize the Union as the exclusive and sole bargaining representative for all certificated personnel under contract and Behavior Interventionists, including those actively employed or on leave, but excluding: Superintendent, Assistant Superintendents, principals, assistant principals, directors and supervisors within the meaning of the Public Employment Relations Act.

The term "Employee" or "Teacher" when used hereinafter in the Agreement, shall refer to all employees represented by the Union in the bargaining unit as above defined.
The term "Local Association" when used hereinafter, shall refer to the Dearborn Heights No. 7 Education Association.

B. The Employer agrees not to negotiate with or recognize any teachers' organization or Union other than WC-MEA/NEA for the duration of this Agreement.

ARTICLE 2
UNION AND EMPLOYEE RIGHTS

A. Pursuant to Act 379 of the Public Acts of 1965, the Employer hereby agrees that every teacher employed by the Board shall have the right freely to join and support the Union for the purpose of engaging in collective bargaining or negotiation and other lawful activities. The parties undertake and agree that they will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379, or other laws of Michigan or the Constitutions of Michigan and the United States; that they will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment, by reasons of his membership in the Union, his participation in any activities of the Union or collective professional negotiations with the Employer or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained here shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or other applicable laws and regulations. The rights granted to teachers in this contract shall be deemed to be in addition to those provided under the law.

C. Duly authorized representatives of the WC-MEA/NEA shall be permitted to transact official Union business on school property.

D. Teacher organizations affiliated with the Union have a right to use school facilities on the same basis as other community organizations or groups. The Union may request the use of buildings, facilities and equipment through proper channels set up by the Employer.

E. Use of office, lounge and workroom bulletin boards will be arranged by the principals and the Union representatives.

F. The Union and Local Association will be included in the school mail service as it is presently provided.

G. The Employer, upon request of the Union, agrees to furnish to the Union all information when it becomes available concerning the financial resources of the district, together with other information which may be necessary for the Union to aid in the development of intelligent, accurate, informed and constructive programs on behalf of students, teachers and community.

H. To the extent permitted by law, the Union may consult with and present to the Board through its appropriate agent its views on fiscal, budgetary or tax programs, construction programs or major revisions of educational policy. The Union agrees that it is acting only in an advisory capacity and that the final decision rests with the Board. The Superintendent agrees to advise the Union of such programs j which he deems of major importance to the Union in reference to the above mentioned items in ample time for constructive evaluation by the Union.

I. Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

J. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied in a manner which is not arbitrary, capricious or discriminatory and without regard to race, creed, religion, color, national origin, age, disability, sexual orientation, sex or marital status.

K. Outside activities of teachers are not within the appropriate attention or concern of the Employer unless, in the opinion of the Superintendent of Schools, the teachers' classroom effectiveness and/or reputation in the community is impaired as a result thereof. Membership in the Union shall be open to all teachers regardless of race, creed, religion, color, national origin, age, disability, sexual orientation, sex or marital status.

ARTICLE 3
MANAGEMENT RIGHTS CLAUSE

The Union recognizes that the Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing: The right to the executive management and administration of the school system and its properties, facilities and personnel.

The exercise of these powers, rights, authority, duties and responsibilities by the Board and the adoption of such rules, regulations and policies as it may deem necessary shall be limited only by the specific and express terms of this Agreement.

Such rights include, but are not limited to:

The hiring, retaining, paying, promoting, relieving, transferring, disciplining and dismissing of employees.

Establishment and maintenance of educational policy, programs and courses.

Construction, modification and/or acquisition and maintenance of buildings and equipment.

Course scheduling and equipment requirements.

ARTICLE 4
PAYROLL DEDUCTION PROCEDURES

The Employer shall provide payroll deductions under the following procedures and conditions:

A. Payroll deductions will be provided for the following:

1. A financial institution of the employee's choice
2. Health and accident insurance
3. Tax-deferred annuities
4. Section 529 college savings plan
5. Special health and accident insurance rider (such riders shall be paid for by the employee
6. A Section 125 flexible spending plan

B. Authorized deductions shall be for the same amount for each consecutive pay period and not less than Five Dollars ($5.00).

C. Employees shall have the right to change payroll deductions as they see fit and in conformance with IRS regulations.

D. All new teachers employed during the school year shall make out initial payroll deductions and file same with the payroll department.

E. Payroll deductions/exemptions may only be changed/terminated in person with the payroll department. In order to take effect, the request must be made on or before the Friday preceding the next payday.

F. When the teacher's employment is terminated, he shall be paid in full as of his last pay, which will include all deductions. Teachers who have had a leave of absence approved by the Board of Education shall also be paid in full as of their last day which will include all deductions.

G. Teachers may elect to be paid on a ten (10) month or twelve (12) month basis. However, if the teacher elects a twelve (12) month basis, his pay shall remain on a twelve (12) month basis for the current contract, unless the contract is terminated.

H. Applications for changes and new deferred annuities will be accepted as per Internal Revenue Service regulations.

I. All employees are required to utilize Direct Deposit for payroll purposes.

ARTICLE 5
TEACHING HOURS AND CLASS LOADS

A. The teachers' instructional day shall be defined by state law. The teachers' day shall also include attendance at scheduled faculty meetings, availability for student and parent conferences at a time mutually agreeable to the parties concerned, and attendance at school Open House and Kindergarten Round-Ups, where applicable. Faculty meetings shall not be scheduled for Fridays or the days preceding holidays or recesses.

	Elementary	Middle School	High School
TT	8: 10	7:47	7: 40
ET	8:15	7:53	7:45
ST	8:20	7:57	7:50
ET	3:17	2:50	2:55
LT	3:27	3:00	3:05

Teacher Time - TT
Student Entry Time - ET
Class Start Time - ST
Student Exit Time — ET
Teacher Leave Time – LT

B. 1. Preparation time shall be defined as follows:

a. Elementary: Elementary teachers shall be provided with two hundred and twenty-five (225) minutes per week of preparation time in blocks of at least thirty (30) minutes.

b. Middle School: Within a "six (6)-period" instructional day, one (1) period shall be considered teacher preparation time.

c. High School: Within a "six (6)-period" instructional day, one (1) period shall be considered teacher preparation time.

In the event the Employer desires to move to a seven (7)-period day (or some other alternative), the Union agrees to negotiate with the Employer pertaining to said desired change as it relates to prep-time.

2. IEPT Meetings
In accordance with the current law, the Employer shall require only one (1) staff member to attend IEPT Meetings. However, the Employer reserves the right to invite and encourage the attendance of others who may be helpful at IEPT Meetings.

3. Staff Meetings
The District will make a reasonable effort to limit staff meetings to no more than sixty (60) minutes in length except in emergency situations beyond the control of the District. Further, there shall be no more than ten (10) scheduled staff meetings per year, and no more than two (2) in any month, except in emergency situations.

C. Certified staff members of all special subjects, counselors, librarians, interventionists and all other special education personnel shall be provided with relief and preparation time to the same extent as other teachers in the district.

D. An extra class assignment shall be paid according to the following formula: one sixth (1/6) times an individual teacher's current base salary within six (6) period instructional schedule. These assignments will be offered based on seniority and certifications required.

E. A teacher engaged during the school day in negotiating on behalf of the Union with any representatives of the Board or participating in any professional grievance negotiations shall be released from regular duties without loss of salary. Release time in reference to negotiations will be negotiated at the time guidelines are set up for negotiations.

F. No departure from these norms, except in case of emergency, shall be made without prior consultation with the Union.

G. It is understood that the teachers will provide the required instructional time so that the district will receive its full foundation grant. This will be fulfilled without additional compensation. If possible, such time will be made up by using staff development time.

ARTICLE 6
SPECIAL STUDENT PROGRAMS

The parties recognize that all children are unique and that they have both common and special needs, some of which should be addressed outside of the regular classroom through enrichment courses. Following consultation with the Union, the Employer reserves the right to maintain such programs as finances allow. A definite classroom will be designated for instruction in these areas, where possible, with priority given to physical education classes in the use of multi-purpose rooms.

Special education programs shall meet applicable state and federal program guidelines. However, nothing in this provision shall preclude the employer from seeking and acquiring waivers.

ARTICLE 7
TEACHING CONDITIONS

The parties recognize that optimum facilities and conditions are desirable for both student and teacher to insure the high quality of education that is the goal of both the Union and the Employer, It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed toward assuring that the energy of the teacher is utilized primarily to that end.

A. At the elementary level, class size will not exceed the following:

1. Regular Classrooms
   K. . . . . 23-1 (per certified staff member)
   1-3. . . . . 27-1 (per certified staff member)
   4-5. . . . . .30-1 (per certified staff member)

2. Split Classrooms
   1-3. . . . . 24-1 (per certified staff member)
   4-5. . . . . .27-1 (per certified staff member)

Should the numbers exceed those listed above, beyond the Wednesday of the second complete week of school or the second full week of semester two, a teacher will receive $500 per student over the allowable class sizes.

3. Class size constraints do not apply to traditionally large classes, such as physical education and music, etc.

4. Special Education class size and caseloads shall conform to the Revised Administrative Rules of the Michigan Department of Education unless deviations are granted by the M.D.E..

5. Mainstreamed students shall not be placed into split classes unless the only class for a particular level, in a particular building, is a split class.

6. Efforts will be made to assure that the district maintains an average class size of not more than 25 pupils for grades K, 1, 2 and 3, 28 pupils for grades 4-5, and 30 pupils for grades 6-12, taken collectively, to take advantage of additional State funding.

B. The Employer and the Union mutually recognize the importance of continuous use of adequate teaching duplicating equipment, reference materials in maintaining a high level of professional performance. In furtherance of that recognition, the Employer shall provide a teacher reference

library in each school in the district, including professional books, periodicals and other such materials.

A committee composed of the principal and several representative staff members shall meet annually to determine the most equitable distribution of available monies.

C. The Employer shall provide:

1. A separate desk for each teacher in the district.

2. Suitable closet space for each teacher to store personal articles.

3. Adequate whiteboard space in every classroom.

4. Copies, exclusively for each teacher's use, of all texts and manuals used in each of the courses he is to teach.

5. A desktop computer as well as internet access.

6. Adequate storage space in each classroom for instructional materials.

7. Adequate paper, pencils, pens, erasers, and other such material required in daily teaching responsibility. The teacher accordingly agrees to use these materials in a responsible manner.

8. Each teacher shall be provided with a room key and keyless entry.

D. The Employer shall make available in each school adequate lunchroom, restroom and lavatory facilities, and at least one room adequately furnished, which shall be reserved exclusively for teacher use as a faculty lounge. Provisions for such facilities will be made in all future buildings.

E. Off-street, paved parking facilities shall be provided and properly maintained for teacher use at each building. All sidewalks and parking areas shall be swept, plowed and/or salted when necessary.

F. Teachers shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health, safety or well-being.

G. In order to give the substitute teacher the most assistance possible, each teacher must have the following up-to-date materials ready:

1. Daily lesson plans
2. Seating chart(s) and attendance roster
3. Teacher classroom schedule

At the end of the day, the substitute shall submit to the principal a report indicating the availability of the above items. This report, after being reviewed by the principal, will be given to the teacher.

ARTICLE 8
QUALIFICATIONS AND ASSIGNMENTS

A. No newly employed TEACHER shall be placed under contract for a regular teaching assignment who does not have at least the following qualifications:

1. A bachelor's degree from an accredited college or university.

2. A provisional, permanent or continuing teaching certificate.

3. In addition to the School Calendar requirements, teachers subject to Section 1526 of the school Code (MCL 380.1526) shall be required to attend fifteen (15) days of professional development during the first three (3) years of their teaching career. Such professional development will be paid for by the employer.

B. Teachers who will be affected by a change in grade assignments in the elementary school and by changes in subject assignment in the secondary school will be notified as soon as possible by their principal.

C. In order that staff can be properly assigned, teachers must notify the Superintendent by May 1 of any additional endorsements obtained. Failure to do so may preclude assignment in the new endorsement area for the following school year.

ARTICLE 9
VACANCIES PROMOTIONS AND TRANSFERS

A. The Board recognizes that it is desirable in making assignments to consider the interests and aspirations of the teachers. Requests by a teacher for a transfer to a different building or position shall be filed (in writing) with the Superintendent of Schools, or his delegated representative. Such applications will be destroyed on the opening day of each school year and new applications may be submitted.

The teacher shall also have the right to request a transfer to a different grade level or subject area within a building. Such requests shall be directed to the building principal. All requests may be granted at the Employer's discretion.

B. The Union recognizes that when vacancies occur during the school year, it may be difficult to fill them from within the district without undue disruption to the existing instructional program. If the Superintendent, in his reasonable judgment, so determines, such vacancy may be filled on a temporary or tentative basis until the end of the normal school year, at which time the position will be considered vacant.

C. The Board further agrees to post at each building all vacancies for a period of five (5) school days. This does not include clubs. Vacancies shall be defined as new positions, resignations from the same held position, unfilled positions from non-recommendation, or those positions which are filled annually. Any bargaining unit position that is filled by non-unit members shall be

posted annually. Applicants will be advised of the criteria upon which they will be judged. The Board's decision shall be final.

D. All candidates for a position within the district shall be notified by letter within ten (10) days after the Board's decision. Unsuccessful candidates who wish to review their applications for an administrative position are encouraged to contact the Superintendent for a personal interview.

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

ARTICLE 10
LEAVE DAYS AND SICK LEAVE BANK

A. All teachers absent from duty shall be allowed full pay for their own personal illness or accident and the personal illness or accident of an immediate family member.

Immediate family shall include mother, father, children (including adopted, half, step), husband or wife, brother, sister, mother-in-law, father-in-law, grandparents, and grandchildren.

1. Tenured unit members shall receive thirteen (13) leave days and two (2) personal days per year. Non-tenured unit members shall receive ten (10) leave days and two (2) personal days per year.

2 A part-time employee on a written contract shall be allowed leave benefits on a pro-rated basis. Part-time employees shall not include substitute teachers.

3. Upon severance of employment for reasons other than ill health, an employee credited with leave allowance in advance of service shall reimburse the Board of Education for all leave days used but not yet earned.

4. No reason shall be required for the use of personal business.

B. Leave days shall accumulate unlimited. Unit members shall not receive any payouts for leave days on a yearly basis. The payout for leave days is delineated in Article 23.

C. Leave days shall not be used for a vacation, or working another job.

D. The Union agrees it is the responsibility of the individual teacher to use his/her leave days in the manner for which they are intended. If it is determined that a teacher has deliberately falsified the reason for his absence, the teacher may be subject to discipline up to and including discharge.

E. All members of the certificated staff, with the exception of administrators, shall assign one (1) leave day per year to a central sick leave bank. A certificated staff member may request, when his own personal leave accumulation is exhausted, to draw from this bank in cases of extended

continuous absence due to personal illness or accident, according to the procedures listed below.

A leave bank committee shall be composed of three (3) members of the Union as determined by the Union. The committee shall determine the procedures under which it will operate and establish written guidelines which will aid it in considering each request subject to the following conditions:

1. A member of the certificated staff must be absent seven (7) consecutive days after his/her own personal leave is exhausted before his/her application to the Central Sick Leave Bank will be considered. If the application is approved, he/she will be paid retroactive to and including the first day after his/her personal leave is exhausted.
2. No applications will be considered for the purposes of cosmetic or other surgical procedures that could without danger to the patient, be postponed to a time when school is not in session.

The above-named committee shall periodically review each case to determine future eligibility. The maximum period between reviews shall be thirty (30) days. All committee decisions shall be in writing and a copy sent to all persons involved. All committee decisions pertaining to eligibility or renewal of benefits, after initial benefits are granted shall be final and are not subject to appeal.

The committee shall also have the authority to grant a year of grace during which no additional contributions are made to the Central Sick Leave Bank if, in their opinion, the bank is of sufficient size to guard against future emergencies. The year of grace shall be mandatory when the bank exceeds six hundred (600) days. The year of grace shall not apply to probationary certified staff members.

If the occasion should ever arise when the Central Sick Leave Bank is exhausted, no applications will be considered the following year.

The maximum number of consecutive school days any one employee may draw from the bank shall be as follows:

1. Probationary teachers: twenty (20) days.

2. Tenure teachers with less than five (5) years of service in District No. 7: sixty (60) school days.

3. Tenure teachers with five (5) but less than ten (10) years of service in District No. 7: one hundred (100) school days.

4. Tenure teachers with ten (10) years of service or more in District No. 7: two hundred (200) days. In no case will more than two hundred (200) school days be granted during to teacher's career.

F. All employees shall be granted such days as may be required by their religion. Such days shall be deducted from leave accumulation.

G. Teachers shall be allowed to serve on juries during the regular school year when called, and there shall be no financial penalty attached to such service in any way. However, it is understood that whatever amount is earned in such capacity is to be returned to the Board of Education and that such employees are to be paid their regular salary by the Board. Such days shall not be deducted from the accumulated leave days.

H. One day visitation per year shall be allowed each teacher to visit educational institutions or attend educational conferences. Such days are subject to valid request and final approval by the building principal. Additional days may be allowed subject to final approval by the Superintendent.

I. One day shall be provided to take the selective service physical examination, not deductible from the teacher's leave accumulation.

J. All unit members shall be entitled to five (5) days of bereavement leave for the death of an individual listed in Section A of this Article. It is understood that these days shall not be deducted from any personal leave banks.

ARTICLE 11
TRANSFER OF SICK/LEAVE TIME/DAYS

A. Employment in another represented or non-represented position, within the Dearborn Heights School District is entitled to maintain the accumulated sick/leave days earned during their tenure while in the position/assignment they are leaving and transfer them to the newly accepted position;

1. Any current employee accepting employment in another represented or non-represented position, within the Dearborn Heights School District #7, shall be entitled to maintain the accumulated sick/leave days earned during their tenure while in the position/assignment they are leaving and transfer them to the newly accepted position.

2. The number of sick/leave days maintained/transferred shall be calculated and represented as an hourly total based upon the number of hours worked per day for a particular position/assignment. As an example, an employee working six (6) hours per day with an accumulation of five (5) days, shall maintain/transfer thirty (30) hours of sick/leave days;

3. The amount/rate of pay for the payment of the maintained/transferred sick/leave days shall be the last rate of pay on the affected employee's payroll record while in the respective position/assignment. The rate of pay for the maintained/transferred days shall not be at the new position rate of pay;

4. The affected employee may use the maintained/transferred sick/leave days from the position they left, pursuant to the two (2) preceding bullet points, once all accumulated sick/leave days they have accumulated in their current position has been exhausted;

5. There is to be no consideration of a payout of unused days from the previous position, but an agreement to utilize them once all accumulated sick/leave days have been utilized in the current position.

ARTICLE 12
SABBATICAL LEAVE

A. The District will adhere to section 380.1235 of PA 451 of 1976.

ARTICLE 13
UNPAID LEAVES OF ABSENCE

A. Service Organization Leaves
A leave of absence of one year (subject to renewal for one year by the Employer) shall be granted to any tenure teacher, upon application, for the purpose of participating full-time in the Peace Corps, Vista Volunteers, or other such organizations; or a cultural, travel or work program related to his/her professional responsibilities.

B. Medical Leave
A leave of absence shall be granted to any teacher, upon application, for personal illness, injury, disability or illness in the immediate family.

C. Parental Leave
A parental leave of absence for one (1) year shall be granted to any teacher, upon application following the birth of their child, adoption of a child, or the addition of children through marriage.

Upon request, Sections A, B and C above may be extended for one (1) year.

D. Military Leave
The Employer agrees to comply with all Military Leave laws and related regulations.

E. Union Leave
A leave of absence of one (1) year (subject to renewal for one year by the Employer) shall be granted to any tenure teacher, upon application, for the purpose of serving as an officer of the Union, the MEA, the NEA or on their staffs. The maximum number of teachers on leave pursuant to this section shall be two (2).

F. Public Service Leave
A leave of absence of one year (subject to renewal for one year by the Employer) shall be granted to any tenure teacher, upon application, for the purpose of campaigning for, or serving

in a public office. The maximum number of teachers on leave pursuant to this section shall be two (2).

G. Application for unpaid leaves of absence shall indicate the beginning and ending dates of such leaves.

All teachers on leaves of absence shall return to work upon expiration of their leaves to a position for which they are eligible to fill, as assigned by the Superintendent. In addition, those teachers who were on medical leave shall provide the Employer a certificate from their doctor verifying that they are able to resume all duties and responsibilities of their positions.

H. Teachers on leave shall notify the Superintendent in writing sixty (60) calendar days prior to the termination of their leave of their intention to return to work or submit a request for an extension of their leave.

I. In accordance with the Teacher Tenure Act, a regularly employed instructional employee may be required to take an involuntary, unpaid leave when it has become apparent to the Superintendent of Schools that the individual is no longer able physically and/or mentally to discharge the duties of his position in a competent, professional manner.

1. Upon the recommendation of the Superintendent of Schools and approval of the Board of Education, the Superintendent may require, in writing, that any employee take a physical or mental examination at the Employer's expense, the results of which may be used for determining involuntary leave.

2. The employee requesting return from an involuntary leave may return following the passing of a mental or physical examination at the Employer's expense.

3. The examining physician shall be selected jointly by the Employer and the Union from a list of physicians approved by the Wayne County Medical Association.

4. Reinstatement of all benefits, including salary, shall begin immediately upon passing the re-examination provided the employee returns to work.

J. All unpaid leaves of absence shall be with increment on the salary schedule and seniority for a maximum of one (1) year and any three (3) year period.

K. Leaves of absence provided under the collective bargaining agreement, shall run concurrently with, and not in addition to, leaves under the Federal Family Medical Leave Act (FMLA) provided that the employee is eligible for, and receives all benefits provided under the act.

ARTICLE 14
ACADEMIC FREEDOM

A. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of, and respect for the Constitution and the Bill of Rights, and to instill appreciation of the value of individual

personality, It is recognized that these democratic values can best be transmitted in an atmosphere which is as free as possible from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged. The parties agree that in order to effectively implement innovating additions to the curriculum for teacher, students and community, the following procedure shall apply: Teachers shall meet with the building administrator by grade level or department to plan, organize and construct the proposed innovative practice. A written resume, along with the principal's recommendation, shall then be presented to the Superintendent of Schools for his consideration. The staff will be notified, within a reasonable length of time, of the Superintendent's decision together with supportive reasons.

B. The parties agree that academic freedom is encouraged in all curricular areas consistent with the laws of Michigan and the United States.

C. Freedom of individual conscience, association and expression will be encouraged and fairness in procedures will be observed both to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.

ARTICLE 15
PROFESSIONAL BEHAVIOR

A. Teachers are expected to comply with reasonable rules, policies, regulations, and directions from time to time adopted by the Board or its representatives, which are not inconsistent with the provisions of this Agreement. A copy of policies adopted by the Board of Education shall be made available to all teachers.

B. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause except that the following shall not be the basis of any grievance filed under the grievance procedure of this Agreement:

1. The discharge or demotion of a tenured teacher when the teacher has elected to appeal the matter to the State Tenure Commission.

2. The discharge or nonrenewal of a probationary teacher who has not completed three (3) years of service. This provision shall not be construed to preclude a grievance by a probationary teacher contending a violation of the terms of this agreement related to the evaluation procedure.

NOTE: It is understood by the parties the Teacher Tenure Act, i.e. MCL 38.71, is still applicable with regard to the discharge or demotion of a tenured teacher and the non-renewal of a probationary teacher. As such, Article 15, Section B and Subsection B(1) and B(2) shall not be applicable until such time the legislation changes. Should the legislation not be changed to a just cause standard, the parties will reconvene to determine appropriate language.

C. Discipline shall be progressive and rehabilitative in nature. It is understood, however, the level of discipline imposed may be at a higher level based upon the severity of the offense and/or circumstances.

D. If requested, a teacher shall be entitled to have a Union representative present in any case involving discipline, a reprimand, a reduction in rank or compensation, or when deprived of any professional advantage. When a request for representation is made, no action shall be taken until a representative of the Union is present.

ARTICLE 16
PROFESSIONAL IMPROVEMENT

A. The parties encourage the principle of continuing education and training as supported in the teachers' salary schedule. The parties also recognize that conferences, workshops and conventions offer valuable in-service opportunities to teachers. Therefore, teachers will be encouraged to attend these meetings.

1. Teacher requests to attend meetings are to be submitted to the building administrator as soon as possible prior to the meeting.

2. Full reimbursement for lodging, meals, registration fees, etc. shall be allowed with reasonable judgment exercised in type and cost.

3. All receipts for expenses will be attached to the expense form provided by the building principal.

4. Upon request, a written or oral report supplied by the teacher will be given to the principal stating the values received from attending such meetings.

B. Employees serving as delegates to professional meetings and conventions concerned primarily with internal affairs of the professional organization shall be permitted to attend such conventions without loss of pay to the individual, but no expense incurred shall be reimbursed in such instances by the Employer. The approval of such meetings will be authorized by the Superintendent of Schools.

ARTICLE 17
MAINTENANCE OF STANDARDS

A. To the extent permitted by law, all conditions of employment, including teaching hours, extra compensation for work outside regular teaching hours, relief periods and leaves, and general working conditions, shall be maintained at not less than the highest minimum standards in effect during the preceding school year. This Agreement shall not be interpreted or applied to deprive teachers of professional advantages heretofore enjoyed unless expressly stated herein.

B. In the event there is a substantial cut in State Aid, the Board of Education, through its delegated representative, will meet with the Union to make possible adjustments made necessary by this condition. The Union will make recommendations for adjustments to the Superintendent of Schools.

C. The duties of any teacher or the responsibilities of any position in the bargaining unit will not be altered or increased without prior negotiations with the Union.

ARTICLE 18
SENIORITY

A. Seniority

Seniority of certificated personnel will be determined and controlled by the following provisions:

1. Seniority shall begin to accrue the day the teacher reports to work on or after the first day of school.

2. Seniority will be based upon years of continuous service in Dearborn Heights School District No. 7.

3. Seniority will be accrued for up to a maximum of one (1) year on an approved leave of absence. However, only one leave with seniority accrual will be granted an individual in any three (3) year period.

4. If a teacher resigns and returns as an employee of the Board, all previous seniority will be lost.

5. A teacher employed prior to October 1 of any school year will be credited with a full year of district seniority on the seniority list. However, the anniversary date will be recorded as specified in 1, above.

6. Seniority for part-time employment shall be computed by multiplying the percentage of a full-time position times the number of years of part-time service and adding any years of full-time service.

7. A teacher may not accrue more than one (1) year of seniority in one (1) school year.

8. No seniority will be given for voluntary teaching assignments such as: adult education, night school, driver's education, extra classes, coaching, religious instruction, tutoring, etc.

9. Seniority of administrators who return to teaching positions will be based upon years of service as a teacher in Dearborn Heights School District No. 7.

10. Teachers on layoff status who refuse full-time employment will relinquish all accrued seniority.

11. The seniority list shall be updated yearly, with the effective date being the last day of school.

B. Reduction in Personnel

Professional staff reductions, when necessary, shall be administered according to the following procedure:

1. In the event that this district shall be combined with one or more districts, the Board will use its best efforts to assure the continued recognition of the Union and the continued employment of its members in such consolidated district.

2. No teachers shall be discharged or laid off pursuant to a necessary reduction in personnel unless there is a substantial decrease in the students enrolled in the school district or there is a substantial decrease in the revenues of the school district or other substantial negative budgetary considerations. Otherwise, nothing here shall prevent the Board from fulfilling the terms of any contract with a teacher.

3. Should changes in student population or other conditions make necessary a general reduction to the number of teachers employed, the following conditions shall apply:

   a. Teachers teaching on special permits shall not be rehired if a certified and qualified employee is currently available.

   b. Teachers affected by a reduction in personnel shall be notified sixty (60) calendar days prior to the end of the school year. Teachers who do not plan to return to District No. 7 next year must notify the administration sixty (60) calendar days before the end of the fiscal school year.

   c. Before any necessary reduction in personnel is made, the provisions of the Tenure Act will be followed.

   d. Before any necessary reduction in personnel is made, the Employer will discuss the effects of such reduction with the Union.

   e. The Employer will further use their best efforts to assist all teachers terminated for lack of work to secure employment in adjacent school districts upon terms and conditions as nearly comparable as possible.

4. The procedure for determining the priority order for retention is as follows:

   a. Certification

   b. Evaluation Score

   c. Seniority

   If a tie exists after consideration is given to a., b., and c. above, the district shall consider discipline of the affected individuals.

C. Recall Procedure

1. Laid-off teachers shall be recalled to the first vacancy for which they are qualified in reverse order of layoff.

2. A laid-off teacher will lose his/her seniority if he/she refuses an offer of a full-time position for which he/she is qualified or fails to respond within five (5) days of its receipt, to a written offer of such position from the Employer.

3. Notifications of a recall shall be in writing with a copy to the Union. The notification shall be sent by certified mail to the teacher's last known address.

4. Recalled teachers shall be entitled to sick leave days and other benefits prior to layoffs as provided herein.

ARTICLE 19
CONTINUITY OF OPERATIONS

A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year, and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes will be settled, the parties have removed the basic cause of work interruptions during the period of this Agreement.

B. When the decision has been made to close schools because of severe inclement weather, the Superintendent shall notify staff students and parents. The teachers shall not be required to report on such days. The Union recognizes, however, that all decisions relative to the opening and/or closing of school(s) is the sole prerogative of the Employer and its appropriate administrative agent.

C. Nothing in this Article shall require the Employer to keep schools open in the event of severe inclement weather or when otherwise prevented by an act of God.

ARTICLE 20
SCHOOL CALENDAR

A. To the extent permitted by law, for the terms of this Agreement the school calendar shall be as set forth in Schedule A. There shall be no deviation from or change in the school calendar except by mutual agreement of the Employer and the Union.

B. There will be one-half (1/2) planning conference days at the beginning of the school year. At least one-half (1/2) day shall be provided at the end of the first semester for the completion of teacher records when pupils shall be excused from attendance. There shall be at least one-half (1/2) records days at the end of the second semester.

C. All possible efforts shall be made to further good parent-teacher relationships. In order to establish a working rapport between the concerned parties, parent-teacher conferences will be

held in all schools. The schedule for parent-teacher conferences will be mutually developed by teachers and principals. When conferences are scheduled in the evening, schools shall be dismissed in the afternoon of another school day to provide release time for the faculty.

Grades K-5: Two (2) afternoons and one (1) evening during the Fall semester and two (2) afternoons and one (1) evening during the Spring semester. An additional afternoon during the Fall and Spring semesters may be granted at the request of the teacher and approval of the principal.

Grades 6-12: One (1) afternoon and one (1) evening during each semester.

D. In order to meet student instruction requirements for receipt of full State Aid funding, scheduled student instruction days that are canceled due to inclement weather or other conditions which make it necessary to cancel student instruction will be rescheduled for another day.

The student instruction days to be rescheduled will be rescheduled as one-half (1/2) instruction days unless more time is needed to meet the yearly hours of required instruction. The days shall be rescheduled first on scheduled record days, if available. Otherwise, the canceled student instruction days will be rescheduled by the addition of one weekday of student instruction for each canceled student instruction day to be rescheduled following the last scheduled day of school. The Employer and Union may consult and mutually agree to vary from the rescheduling arrangements set forth herein.

Rescheduled student instruction days worked pursuant to this provision shall be worked by teachers without additional compensation beyond their annual scheduled salaries for the school year, unless the rescheduled day is one that is rescheduled because of insufficient attendance of students on a previously rescheduled student instruction day.
In the event that during this Agreement it becomes lawful to reduce or eliminate
the rescheduling of any or all of the canceled student instruction days without affecting State Aid funding, only those canceled student instruction days necessary for full State Aid funding will be rescheduled as required to insure receipt of full State Aid funding.

E. If an audit by the Michigan Department of Education rules that there is inappropriate time in the school calendar, necessary amendments shall be made to comply with the Michigan School Code.

ARTICLE 21
PROFESSIONAL COMPENSATION

A. The basic salaries of teachers covered by this Agreement are set forth in Schedule B which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.

B. The amount of credit for outside teaching experience shall be agreed to by the candidate and the Employer on an individual basis, but in no event shall the credit exceed seven (7) years.

C. For substitute classroom assignments in excess of the normal teaching load as outlined in Article V, which causes the loss of an unassigned (preparation) period, teachers will be compensated at the rate of Fifty Dollars ($50.00) per period. This does not apply in situations where teachers are late in arriving or must leave early due to illness athletic events or other emergencies.

D. Teachers involved in extra-duty assignments set forth in Schedules B-I and B-2 and which are attached to and incorporated in this Agreement shall be compensated in accordance with the provisions thereof. All teachers shall be compensated in accordance with the provisions of this Article and the annexed schedules without deviation.

E. Teachers required in the course of their work to drive personal automobiles shall receive a car allowance at the rate per mile approved by the Employer.

F. Payment for hours beyond the B.A or M.A., as indicated in Schedule B, acquired on or after the signing date of this agreement, required that coursework contribute to:

1. a current teaching endorsement or assignment; or

2. an additional teaching endorsement; or

3. an educational administrative certificate.

Up to but no more than ten (10) non-graduate credit hours earned after the award of a degree, as provided above, will be counted for lateral mobility on the salary schedule. The provisions of this Article will not serve to deny credits granted prior to the signing date of this Agreement.

G. The effective date of advancement to a higher level on the salary schedule will correspond to the next semester after the degree or new level is attained provided the staff member presents documentation within two (2) weeks of the start of a new semester.

H. Summer school compensation shall be Four Thousand Three Hundred Dollars ($4,300.00) for elementary, middle school, and high school programs. The programs consist of four (4) hour (one-half 1/2 day a.m.) day. Included in the four (4) hour day is a one (1) hour planning period for a twenty (20) day summer school session. Any absences during this schedule shall result in a pro-rated reduction in compensation.

Additionally, in the event that a bargaining unit member volunteers for (accepts an offer for) the Summer School Coordinator position for the above summer school sessions they shall be paid a stipend of Six Thousand Five Hundred Dollars ($6,500.00). Any absences during this schedule shall result in a pro-rated reduction in compensation.

Furthermore, it is understood and agreed in the event a bargaining unit member is engaged in the performance of the Summer School Coordinator position they shall not be represented by the Union during the performance of such duties, nor shall they be covered by the collective bargaining agreement.

ARTICLE 22
SPECIAL TEACHING ASSIGNMENTS

A. Special teaching assignments will be made by the Superintendent of Schools on the basis of preference to teachers possessing a provisional teaching certificate, and who are regularly employed in the district during the normal school year. The minimum hourly rate for said assignments shall be negotiated by the employer and union.

B. The Employer agrees to maintain an adequate and competent list of substitute teachers for the elementary and secondary schools.

All teachers reporting their absence from work must report in Aesop by 6:00 a.m. If an emergency arises after 6:00 a.m., calls should be directed to the building administrator.

C. Supervision by a teacher of a student teacher shall be voluntary and no teacher shall supervise more than one such student teacher simultaneously. All compensation received from the universities or colleges for such services shall go to the teacher.
Coordinator of the placement of any student teachers will be done through the Board of Education Office. It is understood that the placement of student teachers shall not be mandatory.

ARTICLE 23
RETIREMENT BENEFITS

To be eligible for retirement benefits pursuant to this Article, a teacher must retire from active service in the district, must have completed a minimum of ten (10) years in the district, and must have applied for and be eligible to receive benefits under the Michigan Public Schools Retirement System. The individual shall receive a lump sum payment for each unused leave-day, not to exceed 200 days, as indicated below:

10 and 11 years of service - $50.00 per day
12 and 13 years of service - $60.00 per day
14 and 15 years of service - $70.00 per day
16 and 17 years of service - $80.00 per day
18 and 19 years of service - $90.00 per day
20 or more years of service - $100.00 per day

ARTICLE 24
STUDENT DISCIPLINE AND TEACHER PROTECTION

A. The parties agree that the primary responsibility for student control and management rests with the teacher. The Board and administration recognize their responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. All corrective punishment for disobedience must be reasonable without malice and should not be unusual or excessive. The Board shall support the teacher by providing

assistance in obtaining professional services for emotionally disturbed students as soon as possible. Whenever it appears that any particular pupil requires specialized professional attention} the Board will take reasonable steps to aid the teacher in his/her responsibilities to such pupil.

B. A teacher may use such restraint as is necessary to protect himself/herself from attack or to prevent injury to another student.

C. A teacher may send a pupil to the office for one class period when the seriousness of the offense, the persistence of the misbehavior or the disruptive effect of the conduct makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident.

D. A written statement of causes and procedures for suspension of senior high school students, as formulated by the Board of Education, will be distributed to parents, students and instructional personnel at the beginning of the school year. Suspension of students from school may be imposed only by a principal or his designated representative. The teacher and the administration will endeavor to achieve correction of student misbehavior through counseling and interviews with the child and his parents when warranted.

Transfer of the student to another teacher or other measures) short of suspension, may be considered. The principal will assign students with behavioral difficulties so they are distributed as equally as possible among the teachers involved.

E. Any case of physical or verbal assault upon a teacher or school property or at school sponsored activities shall be promptly reported to the Board or its designated representative. The Board's attorney will provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities.

F. Time lost by a teacher in connection with any incident mentioned in this Article, not compensable under Worker's Compensation, shall not be charged against the teacher unless he/she is adjudged guilty by a court of competent jurisdiction.

G. Any reasonable complaints by a parent or a student directed toward a teacher shall be promptly called to the teacher's attention. Any action contemplated by the teacher as a result of such complaint shall be discussed with and approved by the principal before such action is taken.

H. The Board will take steps to provide reasonable protection of teachers' private property.

ARTICLE 25
INSURANCE PROTECTION

A. All employees shall be offered a choice of the following MESSA insurance coverage for health, dental, life, and vision. This coverage shall be in effect through August 31, 2027. The employer

agrees to pay 80% of the health care premium and the employee agrees to pay 20% of the premium.

PAK A: Health-Choices BCBS Plan with a Saver Rx drug card, a $500.00/$1,000 annual deductible, and $20.00/$25.00/$50.00 office/urgent care/emergency room visit co-payment.

Dental - Delta Dental 100% diagnostic and preventative services, 80% basic services; 80% major services coverage with an annual maximum coverage of $1,500.00. In addition orthodontics are covered at 50% with lifetime maximum coverage of $3,000.00.
Life - $40,000.00 Negotiated Term Life with AD&D
Vision - VSP-3G

PAK B: There is no medical coverage provided with Pak B. The dental, life, and vision coverage delineated in Pak A are identical.

Any employee selecting PAK B shall receive $500.00 per month cash-in-lieu of health insurance.

PAK C: The dental, life and vision coverage delineated in Pak A are identical.

Health-ABC Plan 2 BCBS with an "ABC Rx" drug card and, a 2,000.00/$4,000.00 annual deductible.

Any employee selecting Pak C shall have 80% of their respective single, two-person or family deductible deposited into a Health Savings Account (HSA) no later than January 15th of each calendar year.

See Appendix A for medical coverage comparisons and plan highlights for medical, dental, life, and vision coverage.

Long Term Disability (LTD) - Sixty (60) day elimination period, 66.67% of monthly income to age 651 and a maximum monthly benefit of $5,000.00.

Should the plan be switched to a plan other than the insurance plans specified above, there will be no reduction or loss of any benefits or extent of coverages from those insurance plans in effect at the time of the switch.

The insurance plans specified above shall continue to serve as the standard specifications for minimum coverage to be provided by any other plan following any such switch, including any adjustments in benefit and extent of coverage made after the switch.
The employer may obtain health insurance, dental insurance, life insurance, and/or long-term disability insurance coverages at the standard specifications for minimum coverage specified above separately from other insurance companies or in a package in its discretion.

B. The Parties may create a Committee of Union and administrative representatives to review the district's health insurance plan configuration and any applicable rate increases. The Committee

may make recommendations regarding future plan configurations and offerings. Any changes to insurance plan offerings must be ratified by the Union membership.

ARTICLE 26
PROFESSIONAL GRIEVANCE PROCEDURE

A. The term "grievance" is a claim that there has been a violation, misinterpretation or misapplication of any provision of this Agreement.

B. Grievances of teachers or of the Union shall be presented and adjusted in the following manner subject to the understanding that no step set forth below be contrary to law.

C. If a grievance arises requiring action of an authority higher than that in Step I, it may be initiated at the appropriate step of the grievance procedure.

D. It is expressly understood and agreed that, at the building level, no teacher or group of teachers shall initiate the grievance procedure until the alleged grievance is discussed informally with the principal.

E. If the informal discussion as described in D. above is not concluded to the satisfaction of the teacher and the Union, the grievance procedure as outlined below shall be followed:

STEP I
Within twenty (20) school days following the act or condition which is the basis for the grievance the aggrieved teacher and his Union representative shall formally present the grievance to his immediate supervisor or principal.

STEP II
Whenever a grievance cannot be resolved at Step I or if no decision has been rendered within ten (10) school days after presentation of the grievance, the Union will carry the grievance (in writing) to the Superintendent of Schools or his duly delegated representative. If the Union has not appealed the grievance to the Superintendent of Schools or his delegated representative within fifteen (15) school days of the disposition of the grievance by the principal or immediate supervisor, the grievance will be considered resolved.

STEP III
In the event the Union is not satisfied with the disposition of the grievance at Step II, or if no decision has been rendered within fifteen (15) school days from the date of receipt of the grievance by the Superintendent of Schools, the Union may present a written appeal to the Board of Education through the Superintendent of Schools. If the Union has not appealed the grievance to the Board of Education within twenty (20) school days of the disposition of the grievance by the Superintendent of Schools, the grievance will be considered resolved.

STEP IV
The Board of Education, or a sub-committee of Board Members appointed by them, shall hear the appeal and rule on the grievance within twenty-five (25) school days of written notification

and shall communicate its decision in writing together with supporting reasons to the Superintendent of Schools and the Union.

STEP V

If the Union is not satisfied with the disposition of the grievance at Step IV by the Board of Education or if no disposition has been made within the period above provided, the Union may submit the grievance to arbitration before an impartial arbitrator. The arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. Neither the Employer nor the Union shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

The arbitrator shall have no power to alter, add to, or subtract from the terms of this agreement. Both parties agree to be bound by the award of the arbitrator, and that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be shared equally by the Union and the Employer.

F. A grievance may be withdrawn by the Union at any level without prejudice or record.

G. Upon request, decisions rendered at all steps shall be in writing and shall promptly be transmitted to all parties of interest.

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

I. The Union shall have access to the location and content of records and all information necessary to the determination and processing of the grievance.

J. If any teacher for whom a grievance is sustained shall be found to have been discharged in an arbitrary or capricious fashion, he/she shall be reinstated with full reimbursement of all professional compensation lost.

ARTICLE 27
NEGOTIATION PROCEDURES

A. It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process, it is likewise recognized that matters of vital mutual concern may from time to time arise. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving such matters.

B. Neither party in any negotiations shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select representatives of their own free choice. While no final agreement shall be executed without ratification by the Union and the Board of Education, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations.

C. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission or take any other lawful measures it may deem appropriate. The initiating party shall inform the other party in writing to notifying the Michigan Employment Relations Commission.

ARTICLE 28
COUNSELING SERVICES

The function of the counselor is to give information, provide support and assistance to the student so that he/she may better understand his/her unique qualities and make the best decisions personally, educationally and vocationally to fulfill his/her needs and make the most of his/her assets.

A. The number of students assigned to a counselor at the high school shall not exceed the student/counselor ratio established in the ASCA standards. It is understood that for the duration of this Agreement, at least one (1) counselor will be assigned to the middle school. The duties of one counselor shall include duties other than routine guidance functions as determined by the administration. It is understood that the counselors shall not be assigned classroom duties except as per past practice.

B. The counseling department, middle school principal, and the high school principal will determine the need of the number of counselors that will work before school starts and after school closes In June. The salary for these extra days will be prorated on their current salary.

C. The high school counselor shall be paid at a rate negotiated between the employer and union for the administration of Saturday testing. The principal will determine the number of teacher monitors that will be needed for supervision on a voluntary basis as per Article XXXIII, Item C.

D. Counselors are not required to initiate or receive routine telephone calls in relation to student illnesses.

E. In order to keep accurate records, a records secretary will be located at the high school level.

F. MP2 Subbing-In the event that there are not enough substitutes to provide adequate cover, counselors will be expected to sub during MP2 only and not during other hours of the school day.

G. Flexible Prep Time- Because counselors need to be responsive to emerging student needs, counselors are entitled to a flexible prep time.

ARTICLE 29
ADDITIONAL COMPENSATION FOR EXTRA DUTY

A. Arrangements for teacher supervision for extra-curricular affairs in the secondary schools shall be the responsibility of the building administrator.

B. The coaching staff shall assist the administration by recommending specialized personnel to help run the mechanics of the event. Additional personnel used for supervision and crowd control shall be appointed by the administration. Compensation for such extra duties shall be Twenty-Five Dollars ($25.00) per hour.

C. Sponsors of clubs and organizations shall obtain five (5) volunteers for adequate supervision and crowd control. The Union has agreed to encourage each staff member to participate in at least one extra activity. In the event the sponsors are unable to obtain sufficient volunteers to provide adequate supervision, the sponsor shall cancel the activity.

~~E~~D. The Board of Education agrees to pay all personnel costs for the Homecoming Dance, Senior Prom and all other major events. The major events will be so designated by the administration two weeks after the beginning of the school year.

Limitations and Clarification Note

Middle School and Elementary personnel may volunteer for extra duty assignments.

ARTICLE 30
MISCELLANEOUS PROVISIONS

A. No polygraph, lie detector, nor recording or listening device shall be used in any investigation of any teacher.

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

C. The Agreement shall supersede any rules, regulations or practices of the Employer which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Employer.

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

E. 10 paper copies will be provided to the union president for their distribution. Electronic copies of this Agreement shall be available to all teachers now employed, hereafter employed, or considered for employment by the Employer.

F. The Union may request time immediately following the adjournments of staff building meetings for the purpose of carrying out Union business as scheduling permits. It shall be understood that representatives of the administration shall not be in attendance at Union building meetings.

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

H. The Union District Director will be granted one (1) hour of release time per day to conduct Union business.

I. If an elementary principal is absent the Superintendent of Schools will take the necessary steps to take care of the situation.

J. The Employer shall provide a bank of twenty-five (25) days to be used by employees who are engaged in Union business. This bank shall be provided at no cost to the Union and shall be renewed each school year so that there are twenty-five (25) days available for said year. Said bank shall be administered by the Union.

K. The employer may require the staff to become technologically proficient.

L. The Local Government and School District Fiscal Accountability Act, requires the parties to place a provision in this Agreement that states an emergency manager is authorized "to reject, modify or terminate" this Agreement. However, this paragraph shall not waive the Association's right to challenge the enforceability or legality of any unilateral action to compromise or alter this Agreement.

ARTICLE 31
SPECIAL EDUCATION CO-TEACHING/LNCLUSION TEACHING

Assignments for special education co-teaching/inclusion teachers:

1. By May 1 of each school year, all general education teachers currently assigned to the grade level or subject area to be a co-teaching situation shall be offered an opportunity to volunteer.

2. Of the volunteers, general education teachers with the most recent prior co-teaching service in Dearborn Heights District No. 7 shall be given priority.

3. In the event there are more volunteers than available co-teaching assignments, the teacher with the most seniority shall be awarded to the co-teaching situation.

4. In the event there are fewer volunteers than co-teaching situations, a meeting between administrators and grade level/subject area teachers shall be held to seek a solution. If a mutually agreeable situation is not reached, the least senior teacher will be assigned.

ARTICLE 32
ANNEXATION AND CONSOLIDATION

In the event that the annexation or consolidation of the District is pursued, the parties shall abide by P.A. 154 of 1984 as amended.

ARTICLE 33
TEACHER EVALUATION

A. Evaluations: Beginning with the 2024-25 school year, the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:

1. Specific performance goals identified by the teacher to improve their effectiveness in the upcoming school year.

2. An evaluation of the teacher's job performance with timely and constructive feedback.

3. Clear approaches to measuring student growth with relevant data on student growth.

4. Multiple rating categories that take into account student growth and assessment data or student learning objective metrics that have been negotiated with the Association.

5. The use of student growth and assessment data or student learning objective metrics as 20% of the year-end evaluation determination. Student growth and assessment data shall be determined using a mutually approved district assessments or mandated state testing. Testing will occur twice a year.

6. A negotiated year-end evaluation form that utilizes other objective criteria for 80% of the year-end evaluation determination.

B. Process: The negotiated performance evaluation system shall be the Danielson Model. This shall include a Post-Observation Feedback Form, Year-End Evaluation Reporting Form, and Individual Development Plan (IDP) Form.

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

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

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

c. Observations conducted by other bargaining unit employees shall not include any type of written feedback.

d. The classroom observations used in the year-end evaluation must include a review of the teacher's lesson plan for the day of the observation and the state curriculum standard being used in the lesson. The lesson plan shall be available to the administrator no more than two (2) days before the classroom observation. Unless a deficiency is identified in performance within an existing IDP, teachers will not be required to submit lesson plans to administrators except to comply with the provisions of this Section.

e. The observation must include a review of pupil engagement in the lesson that is observed.

f. In order to ensure 1.d and 1.e above, the observation shall be between 30-60 minutes.

g. There shall be notice of the planned observation date given to the teacher at least two (2) school days prior to the observation. Upon such notice, the teacher will provide information relative to 1.d and 1.e before the observation occurs.

h. The evaluator shall meet with the employee before the planned evaluation observation for a pre-observation conference, which shall include discussion relating to explanation of the evaluation form, the employee's explanation of the activity to be observed, what specific things the evaluator will be looking for, and any concerns the employee may have. This conference will not be used for employee self-evaluation or evaluation of other employees.

i. Feedback on both 1.d and 1.e will be discussed during the post-observation meeting between the administrator conducting the observation and the teacher. The post-observation meeting shall be held no later than ten (10) school days after the observation occurred. At the post-observation meeting, the teacher will be provided written feedback on the Post-Observation Feedback Form.

j. If the evaluation includes any rating below effective as a result of the observation, a written memo must be prepared and given to the employee within ten (10) school days of such observation. The evaluator shall inform the employee of performance area(s) that need to be improved together with suggestions for improvement. A Union representative may be present at the conference at the employee's request.

k. There shall be at least 2 classroom observations of a teacher in each school year that the teacher is evaluated that are conducted at least sixty (60) days apart. One (1) evaluation shall occur in each semester of each school year.

l. A mid-year performance meeting shall be provided to any teacher for whom there is a concern. This is non evaluative in nature.

m. After two (2) less than effective observations, a teacher, at his/her request, will be observed by a different administrator.

2. Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support. The year-end evaluation determination and form shall be delivered at a meeting with the observing administrator and the teacher no later than the last day of school each year. In the event there is no year-end evaluation as described above, the teacher shall be deemed "effective" per the year-end evaluation determination.

3. Teachers who work less than sixty (60) days in any school year, who have an accumulated leave of absence from work during the school year amounting to a total of thirty (30) days or more, who have their evaluation results vacated through the grievance procedure, or are otherwise not evaluated due to extenuating circumstances the district deems applicable for exempting a teacher from the annual evaluation process, as agreed upon by the Union, shall not be provided an evaluation for that year. Said teachers shall receive the same rating they received in the prior year for the current year if it was conducted by the district.

4. Beginning in the 2024-2025 school year, if a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they shall be evaluated every other year thereafter. Teachers that are not evaluated will still have a goal to work on yearly and will discuss their goal at the end of the first semester and the end of the second semester. If the subsequent year-end rating is not "effective" on an evaluation following the third year, the teacher shall be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years.

5. In addition to the above procedures (Sections B. 1-4), teachers who are evaluated with an IDP (received a "minimally effective", "ineffective" prior to July 1, 2024, or "needing support", or "developing" rating thereafter, and/or 1st year teachers) shall be provided the following:

   a. Specifically identified areas that need improvement.

   b. Specific performance goals, in writing, that will be used to assist in improving effectiveness for the next school year developed with consultation and agreement by the teacher. Specific performance goals shall be stated in behavioral terms that are measurable and observable.

   c. Training to be provided by the district to assist the teacher in meeting the goals of the IDP.

   d. Assistance which may include time during the school day, material, resources, and/or consultant services to assist in meeting the goals of the IDP.

   e. A mid-year progress report, supported with at least one (1) classroom observation conducted consistent with Section B.1 above and completed no later than February 1

that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any needed additional improvement that is aligned with the existing IDP.

f. A Mentor teacher may be informed of the conditions and requirements of the IDP in order to assist the mentee in the described performance goals of the IDP.

6. Any non-compliance with the evaluation process as described above shall be subject to the grievance process.

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

C. Rights of Tenured Teachers:

1. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:

   a. The teacher may request a review meeting of the evaluation and the rating to the Superintendent. Such request must be made in writing within thirty (30) calendar days after the teacher is informed of the rating and a meeting with the Superintendent shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.

   b. If the written response does not resolve the matter, the teacher or the Union may request mediation though the Michigan Employment Relations Commission and provide a copy of that request to the administration.

      i. The request must be submitted in writing with thirty (30) calendar days after the teacher receives the written response from the Superintendent.

      ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the Association confirming the mediation will be scheduled as appropriate.

2. A tenured teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedure as outlined in Article 21. While a teacher has the right to arbitration after receiving two (2) consecutive ratings of "needing support," the Union will determine whether arbitration will be pursued and paid for by the Union. A decision by the Union not to pursue arbitration shall not restrict the right of the teacher, pursuant to statute, to pursue and pay for arbitration.

D. Probationary Employee Non-Renewal

No later than forty-five (45) days before the end of the school year, a final written evaluation report will be given to the Superintendent for each probationary teacher. A copy of this evaluation report will be given to the probationary teacher and the Union. If the report contains any information not previously made known to, and discussed with the probationary teacher, the teacher shall have an opportunity to submit additional information to the Superintendent. In the event a probationary teacher is not continued in employment, the Superintendent shall advise the teacher of the reasons in writing. The Board shall provide a hearing for this teacher, if requested and a Union representative shall be able to attend.

E. Training on evaluation system, tools, and reporting forms:

1. Within the first two weeks of the school year, the district shall provide, during contractually scheduled Professional Development time, training to all teachers, being evaluated in that school year, on the evaluation system, reporting forms, and other important components of the year-end evaluation process and how each reporting form is used during the process. This training shall be provided during the first two (2) weeks of the school year.

2. Each administrator who is assigned to evaluate teachers shall have demonstrated expertise in the systems and tools used by the district which shall include a "rater reliability" training every three (3) years as approved by the MDE; that minimally includes all of the following:

   a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance consistent with the evaluation system and forms.

   b. Clear expectations for what evaluators should look for when assessing teacher performance, including key behaviors and practices that are associated with effective teaching as included in the negotiated evaluation system and tools.

   c. Training on the evaluation process itself, including how to conduct classroom observations, collect data, and analyze results.

   d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluator's evaluations.

   e. Ongoing support for evaluators, including feedback from administrators and Union designated teachers to help them improve their skills and ensure they are consistently applying the evaluation criteria.

ARTICLE 34
NON-TEACHER EMPLOYEE DISCIPLINE AND REDUCTION IN PERSONNEL

The term "non-teacher certified employee" shall refer to all professional employees represented by the Union whose employment is not regulated by the Michigan Teachers' Tenure Act.

A. Discipline

Any reprimand, discipline, demotion, or dismissal of a non-teacher certified employee shall be for just cause.

B. Reduction in Personnel

Should changes in student population or other conditions make necessary a general reduction in the number of non-teacher certified employees employed by the Board, the Board will retain those employees having the most seniority in the district in their respective job classification.

No non-teacher certified employee will be laid off unless he/she has been informed of such termination of employment at least thirty (30) calendar days prior to the effective date of the layoff. In normal circumstances, non-teacher certified employees will be notified at least thirty (30) calendar days prior to June 30th.

Non-teacher certified employees who are notified at other times during the school year shall be laid off only because of an incident with a significant financial impact (for instance, executive order cut, dramatic drop in enrollment, etc.).

Laid off non-teacher certified employees shall inform the Personnel Director and the Union of their desire to return to the District. The Personnel Director will offer available openings to the qualified person with the longest seniority on the list of employees awaiting reinstatement to active service.

A non-teacher certified employee who refuses a recall to a position for which he/she is qualified shall waive his/her right to all positions for that school year. Non-teacher certified employees will remain on the layoff list a maximum of three (3) years. It is the responsibility of the laid off employee to keep the Personnel Office notified of his/her current address and telephone number.

ARTICLE 35
DURATION OF AGREEMENT

Three (3) year agreement from September 1, 2024 through August 31, 2027. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

WAYNE COUNTY MEA/NEA

Troy Scott, WC MEA/NEA

Amanda Moran, D7 EA President

Heather Welch, D7 EA Chief Negotiator

BOARD OF EDUCATION

Derek Wall, Board President

Mary Beth Beltowski, Board Secretary

Mark Kleinhans, Superintendent of Schools

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2024-2025 School Calendar

Tchr Days 0 *Stu* 0

August '24

Su	M	Tu	W	Th	F	Sa
				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

Tchr Days 20 *Stu* 19

September '24

Su	M	Tu	W	Th	F	Sa
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					

Tchr Days 23 *Stu* 23

October '24

Su	M	Tu	W	Th	F	Sa
		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		

Tchr Days 18 *Stu* 17

November '24

Su	M	Tu	W	Th	F	Sa
					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

Tchr Days 15 *Stu* 14

December '24

Su	M	Tu	W	Th	F	Sa
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				

Tchr Days 19 *Stu* 19

January '25

Su	M	Tu	W	Th	F	Sa
			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	

Tchr Days 18 *Stu* 17

February '25

Su	M	Tu	W	Th	F	Sa
						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	

Tchr Days 16 *Stu* 15

March '25

Su	M	Tu	W	Th	F	Sa
						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/					

Tchr Days 21 *Stu* 21

April '25

Su	M	Tu	W	Th	F	Sa
		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			

Tchr Days 20 *Stu* 20

May '25

Su	M	Tu	W	Th	F	Sa
				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

Tchr Days 10 *Stu* 10

June '25

Su	M	Tu	W	Th	F	Sa
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					

Tchr Days 0 *Stu* 0

July '25

Su	M	Tu	W	Th	F	Sa
		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		

- No School / Holiday
- No Students K-12 (Staff PD All Day)
- First Day 1/2 Day AM only K-12 (Staff PD)
- 1/2 Day AM only K-12 (Staff PD)
- 1/2 Day AM only K-12 (Staff Work Day)
- * End of marking period
- / Float Day (Staff PD All Day) *Subject to Change

- Count Day
- 1/2/ Day Students and Staff AM only
- 1/2 Day Elementary AM only (Conferences)
- 1/2 Day AM only K-12 (Conferences)
- 1/2 Day H.S. AM only (Exams & AHS Work Day)
- ! Last Day (H.S. Exams)
- 175 Student Days
- 180 Staff Days

***** *Calendar is subject to change* *****

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2024-2025 CALENDAR

Wednesday, September 4, 2024	*First Day of School 1/2 Day K-12*	Staff PD
Thursday, September 5, 2024	*1/2 Day K-12*	Staff PD
Friday, September 6, 2024	*1/2 Day K-12*	Staff Work Day
Wednesday, October 2, 2024		CountDay
Thursday, October 31, 2024		Halloween
Friday, November 1, 2024	*No School K-12*	Staff PD
Sunday, November 3, 2024		Day Lights Saving
Tuesday, November 5, 2024	*No School K-12 and Staff*	Election Day
Friday, November 8, 2024		End of Marking Period
Monday, November 11, 2024		Veteran's Day
Wednesday, November 13, 2024	*1/2 Day Elementary Only*	Conferences
Thursday, November 14, 2024	*1/2 Day K-12*	Conferences
Wednesday, November 27, 2024	*1/2 Day K-12 and Staff*	
Thursday, November 28, 2024	*No School K-12 and Staff*	Thanksgiving
Friday, November 29, 2024	*No School K-12 and Staff*	
Friday, December 13, 2024	*No School K-12*	Staff PD
Monday, December 23, 2024	*No School K-12 and Staff*	Winter Break
Thru		
Monday, January 6, 2025		Classes Resume
Monday, January 20, 2025	*No School K-12 and Staff*	Martin Luther King Day
Wednesday, January 22, 2025	*1/2 Day High School Only*	Exams
Thursday, January 23, 2025	*1/2 Day High School Only*	Exams
Friday, January 24, 2025	*1/2 Day K-12*	Exams, EOMP, Staff Work Day
Wednesday, February 5, 2025	*1/2 Day Elementary Only*	Conferences
Thursday, February 6, 2025	*1/2 Day K-12*	Conferences
Wednesday, February 12, 2025		Count Day
Friday, February 14, 2025	*No School K-12*	Staff PD
Monday, February 17, 2025	*No School K-12 and Staff*	Mid-Winter Break
Tuesday February 18, 2025	*No School K-12 and Staff*	Mid-Winter Break
Sunday, March 9, 2025		Day Lights Saving
Friday, March 21, 2025	*1/2 Day K-12 and Staff*	Begin Spring Break
Thru		
Monday, March 31, 2025	*No School K-12*	Float Day, Staff PD
Tuesday, April 1, 2025		Classes resume
Friday, April 11, 2025		End of Marking Period
Friday, April 18, 2025	*No School K-12 and Staff*	Good Friday
Sunday, April 20, 2025		Easter
Friday, May 23, 2025	*No School K-12 and Staff*	Memorial Break
Monday, May 26, 2025	*No School K-12 and Staff*	Memorial Day
Thursday, May 29, 2025		Seniors' Last Day
Thursday, June 5, 2025		Graduation
Wednesday, June 11, 2025	*1/2 Day High School Only*	Exams
Thursday, June 12, 2025	*1/2 Day High School Only*	Exams
Friday, June 13, 2025	*Last Day of School 1/2 Day K-12*	Exams, EOMP, Staff Work Day
Thursday, June 19, 2025	*District Closed Observance Day*	Juneteenth

***** Calendar is subject to change *****

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2025-2026 School Calendar

Tchr Days 0 Stu 0

August '25

Su	M	Tu	W	Th	F	Sa
					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						

Tchr Days 21 Stu 20

September '25

Su	M	Tu	W	Th	F	Sa
	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				

Tchr Days 23 Stu 23

October '25

Su	M	Tu	W	Th	F	Sa
			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	

Tchr Days 17 Stu 16

November '25

Su	M	Tu	W	Th	F	Sa
						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						

Tchr Days 15 Stu 14

December '25

Su	M	Tu	W	Th	F	Sa
	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			

Tchr Days 19 Stu 19

January '26

Su	M	Tu	W	Th	F	Sa
				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

Tchr Days 18 Stu 17

February '26

Su	M	Tu	W	Th	F	Sa
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

Tchr Days 20 Stu 19

March '26

Su	M	Tu	W	Th	F	Sa
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				

Tchr Days 18 Stu 18

April '26

Su	M	Tu	W	Th	F	Sa
			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		

Tchr Days 19 Stu 19

May '26

Su	M	Tu	W	Th	F	Sa
					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						

Tchr Days 10 Stu 10

June '26

Su	M	Tu	W	Th	F	Sa
	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				

Tchr Days 0 Stu 0

July '26

Su	M	Tu	W	Th	F	Sa
			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	

- No School / Holiday
- No Students K-12 (Staff PD All Day)
- First Day 1/2 Day AM only K-12 (Staff PD)
- 1/2 Day AM only K-12 (Staff PD)
- 1/2 Day AM only K-12 (Staff Work Day)
- * End of marking period
- / Float Day (Staff PD All Day) *Subject to Change

- Count Day
- 1/2/ Day Students and Staff AM only
- 1/2 Day Elementary AM only (Conferences)
- 1/2 Day AM only K-12 (Conferences)
- 1/2 Day H.S. AM only (Exams & AHS Work Day)
- ! Last Day (H.S. Exams)

175 Student Days

180 Staff Days

***** *Calendar is subject to change* *****

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2025-2026 CALENDAR

Wednesday, September 3, 2025	*First Day of School 1/2 Day K-12*	Staff PD
Thursday, September 4, 2025	*1/2 Day K-12*	Staff PD
Friday, September 5, 2025	*1/2 Day K-12*	Staff Work Day
Wednesday, October 1, 2025		CountDay
Friday, October 31, 2025		Halloween
Sunday, November 2, 2025		Day Lights Saving
Monday, November 3, 2025	*No School K-12*	Staff PD
Tuesday, November 4, 2025	*No School K-12 and Staff*	Election Day
Friday, November 7, 2025		End of Marking Period
Tuesday, November 11, 2025		Veteran's Day
Wednesday, November 12, 2025	*1/2 Day Elementary Only*	Conferences
Thursday, November 13, 2025	*1/2 Day K-12*	Conferences
Wednesday, November 26, 2025	*1/2 Day K-12 and Staff*	
Thursday, November 27, 2025	*No School K-12 and Staff*	Thanksgiving
Friday, November 28, 2025	*No School K-12 and Staff*	
Friday, December 12, 2025	*No School K-12*	Staff PD
Monday, December 22, 2025 Thru	*No School K-12 and Staff*	Winter Break
Monday, January 5, 2026		Classes Resume
Monday, January 19, 2026	*No School K-12 and Staff*	Martin Luther King Day
Wednesday, January 21, 2026	*1/2 Day High School Only*	Exams
Thursday, January 22, 2026	*1/2 Day High School Only*	Exams
Friday, January 23, 2026	*1/2 Day K-12*	Exams, EOMP, Staff Work Day
Wednesday, February 4, 2026	*1/2 Day Elementary Only*	Conferences
Thursday, February 5, 2026	*1/2 Day K-12*	Conferences
Wednesday, February 11, 2026		Count Day
Friday, February 13, 2026	*No School K-12*	Staff PD
Monday, February 16, 2026	*No School K-12 and Staff*	Mid-Winter Break
Tuesday February 17, 2026	*No School K-12 and Staff*	Mid-Winter Break
Sunday, March 8, 2026		Day Lights Saving
Monday, March 23, 2026	*No School K-12*	Float Day, Staff PD
Friday, March 27, 2026	*1/2 Day K-12 and Staff*	End of Marking Period
Monday, March 30, 2026 Thru	*No School K-12 and Staff*	Spring Break
Sunday, April 5, 2026		Easter
Monday, April 6, 2026	*No School K-12 and Staff*	Good Friday Float Day
Tuesday, April 7, 2026		Classes resume
Friday, May 22, 2026	*No School K-12 and Staff*	Memorial Break
Monday, May 25, 2026	*No School K-12 and Staff*	Memorial Day
Thursday, May 28, 2026		Seniors' Last Day
Thursday, June 4, 2026		Graduation
Wednesday, June 10, 2026	*1/2 Day High School Only*	Exams
Thursday, June 11, 2026	*1/2 Day High School Only*	Exams
Friday, June 12, 2026	*Last Day of School 1/2 Day K-12*	Exams, EOMP, Staff Work Day
Friday, June 19, 2026	*District Closed Observance Day*	Juneteenth

***** Calendar is subject to change *****

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2026-2027 School Calendar

Tchr Days 0 *Stu* 0

August '26

Su	M	Tu	W	Th	F	Sa
						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					

Tchr Days 18 *Stu* 17

September '26

Su	M	Tu	W	Th	F	Sa
		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			

Tchr Days 22 *Stu* 22

October '26

Su	M	Tu	W	Th	F	Sa
				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

Tchr Days 18 *Stu* 17

November '26

Su	M	Tu	W	Th	F	Sa
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					

Tchr Days 14 *Stu* 13

December '26

Su	M	Tu	W	Th	F	Sa
		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		

Tchr Days 19 *Stu* 19

January '27

Su	M	Tu	W	Th	F	Sa
					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						

Tchr Days 18 *Stu* 17

February '27

Su	M	Tu	W	Th	F	Sa
	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						

Tchr Days 19 *Stu* 18

March '27

Su	M	Tu	W	Th	F	Sa
	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			

Tchr Days 20 *Stu* 20

April '27

Su	M	Tu	W	Th	F	Sa
				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	

Tchr Days 19 *Stu* 19

May '27

Su	M	Tu	W	Th	F	Sa
						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					

Tchr Days 13 *Stu* 13

June '27

Su	M	Tu	W	Th	F	Sa
		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			

Tchr Days 0 *Stu* 0

July '27

Su	M	Tu	W	Th	F	Sa
			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	

	No School / Holiday
	No Students K-12 (Staff PD All Day)
	First Day 1/2 Day AM only K-12 (Staff PD)
	1/2 Day AM only K-12 (Staff PD)
	1/2 Day AM only K-12 (Staff Work Day)
*	End of marking period
/	Float Day (Staff PD All Day) *Subject to Change
^	Remote PD (Vector)

	Count Day
	1/2/ Day Students and Staff AM only
	1/2 Day Elementary AM only (Conferences)
	1/2 Day AM only K-12 (Conferences)
	1/2 Day H.S. AM only (Exams & AHS Work Day)
!	Last Day (H.S. Exams)
175	Student Days
180	Staff Days

***** *Calendar is subject to change* *****

DEARBORN HEIGHTS SCHOOL DISTRICT #7

2026-2027 CALENDAR

Tuesday, September 8, 2026	*First Day of School 1/2 Day K-12*	Staff PD
Wednesday, September 9, 2026	*1/2 Day K-12*	Staff PD
Thursday, September 10, 2026	*1/2 Day K-12*	Staff PD
Friday, September 11, 2026	*1/2 Day K-12*	Staff Work Day
Wednesday, October 7, 2026		CountDay
Saturday, October 31, 2026		Halloween
Sunday, November 1, 2026		Day Lights Saving
Monday, November 2, 2026	*No School K-12*	Staff PD
Tuesday, November 3, 2026	*No School K-12 and Staff*	Election Day
Wednesday, November 11, 2026		Veteran's Day
Friday, November 13, 2026		End of Marking Period
Wednesday, November 18, 2026	*1/2 Day Elementary Only*	Conferences
Thursday, November 19, 2026	*1/2 Day K-12*	Conferences
Wednesday, November 25, 2026	*1/2 Day K-12 and Staff*	
Thursday, November 26, 2026	*No School K-12 and Staff*	Thanksgiving
Friday, November 27, 2026	*No School K-12 and Staff*	
Friday, December 11, 2026	*No School K-12*	Staff PD
Monday, December 21, 2026	*No School K-12 and Staff*	Winter Break
Thru		
Monday, January 4, 2027		Classes Resume
Monday, January 18, 2027	*No School K-12 and Staff*	Martin Luther King Day
Wednesday, January 27, 2027	*1/2 Day High School Only*	Exams
Thursday, January 28, 2027	*1/2 Day High School Only*	Exams
Friday, January 29, 2027	*1/2 Day K-12*	Exams, EOMP, Staff Work Day
Wednesday, February 3, 2027	*1/2 Day Elementary Only*	Conferences
Thursday, February 4, 2027	*1/2 Day K-12*	Conferences
Wednesday, February 10, 2027		Count Day
Friday, February 12, 2027	*No School K-12*	Staff PD
Monday, February 15, 2027	*No School K-12 and Staff*	Mid-Winter Break
Tuesday February 16, 2027	*No School K-12 and Staff*	Mid-Winter Break
Thursday, March 11, 2027	*No School K-12*	Float Day, Staff PD
Thursday, March 25, 2027	*1/2 Day K-12 and Staff*	End of Marking Period
Friday, March 26, 2027	*No School K-12 and Staff*	Spring Break
Sunday, March 28, 2027		Easter
Thru		
Monday, April 5, 2027		Classes resume
Friday, April 16, 2027		End of Marking Period
Friday, May 28, 2027	*No School K-12 and Staff*	Memorial Break
Monday, May 31, 2027	*No School K-12 and Staff*	Memorial Day
Thursday, June 3, 2027		Seniors' Last Day
Thursday, June 10, 2027		Graduation
Tuesday, June 15, 2027	*1/2 Day High School Only*	Exams
Wednesday, June 16, 2027	*1/2 Day High School Only*	Exams
Thursday, June 17, 2027	*Last Day of School 1/2 Day K-12*	Exams, EOMP, Staff Work Day
Friday, June 18, 2027	*District Closed Observance Day*	Juneteenth

***** Calendar is subject to change *****

SCHEDULE B

2024 - 2025 SALARY SCHEDULE

Step	BA	BA+15	MA	MA15	MA30	DOC
1	50753	52667	56456	58329	60200	62062
2	53335	55387	59537	61575	63628	65681
3	55830	58056	62558	64787	67018	69292
4	58553	60996	65993	68441	70894	73395
5	61929	64617	70106	72819	75519	78260
6	64898	67867	73894	76912	79878	82899
7	68262	71495	78493	81766	85050	88273
8	71401	74812	82170	85590	88998	92411
9	79202	82472	85909	89403	92941	96502
10	83162	86596	98870	100160	101912	104202
11	-	-	103813	105168	107008	109412

All unit members who had steps previously frozen, shall be placed on the correct step of the 2024 -2025 Salary Schedule.

SCHEDULE B
2025 -2026 SALARY SCHEDULE

Step	BA	BA+15	MA	MA15	MA30	DOC
1	52276	54247	58150	60079	62006	63923
2	54936	57049	61323	63423	65537	67651
3	57505	59798	64435	66731	69029	71371
4	60310	62825	67973	70495	73021	75597
5	63787	66556	72209	75004	77784	80608
6	66845	69903	76111	79220	82274	85385
7	70310	73640	80848	84218	87602	90921
8	73543	77056	84635	88158	91668	95183
9	81578	84946	88486	92085	95729	99397
10	85657	89194	101836	103165	104970	107328
11	-	-	106928	108323	110218	112694

SCHEDULE B

2026 -2027 SALARY SCHEDULE

Step	BA	BA+15	MA	MA15	MA30	DOC
1	53844	55874	59895	61881	63867	65841
2	56584	58760	63163	65325	67503	69681
3	59230	61592	66368	68733	71099	73512
4	62119	64710	70012	72610	75211	77864
5	65700	68552	74375	77254	80118	83026
6	68851	72000	78394	81596	84742	87947
7	72419	75849	83273	86745	90230	93649
8	75749	79368	87174	90802	94418	98038
9	84025	87495	91141	94848	98601	102379
10	88227	91869	104891	106260	108119	110548
11	-	-	110135	111573	113525	116075

Unit members with twenty-five (25) or more years of service in the district, shall receive $500.00 each year of the contract.

SCHEDULE B-1
ADDITIONAL COMPENSATION FOR EXTRA DUTIES

Level	Activity	Position	Compensation
High School			**Not to exceed (1) sponsor for compensation.**
	Band (Marching/Concert)	Sponsor	$2,000
	Student Council	Sponsor	$1,500
	Senior Class	Sponsor	$1,400
	Junior Class	Sponsor	$900
	Sophomore Class	Sponsor	$700
	Freshman Class	Sponsor	$500
	National Honor Society	Sponsor	$650
	DECA/Business Club	Sponsor	$650
	Drama (Not to exceed 2 plays for compensation)	Sponsor	$1,000 per play
	Mentor	Sponsor	$650
	PBIS Coordinator	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Tutoring	Sponsor	$50/hr
Middle School			
	Band (Concerts/Parade)	Sponsor	$1,100
	Drama (Not to exceed 2 plays for compensation)	Sponsor	$650 per play
	Student Council	Sponsor	$650
	NJHS	Sponsor	$650

	School Store	Sponsor	$650
	Mentor	Sponsor	$650
	PBIS Coordinator	Sponsor	$650
	Open Club	Sponsor	$650
	Tutoring	Sponsor	$50/hr
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650
Elementary			
	Safety Patrol	Sponsor	$650
	Student Council	Sponsor	$650
	Mentor	Sponsor	$650
	PBIS Coordinator	Sponsor	$650
	Open Club	Sponsor	$650
	Tutoring	Sponsor	$50/hr
	Open Club	Sponsor	$650
	Open Club	Sponsor	$650

5th Grade Camp (one day comp for overnight ~~full~~ camp coverage).

8th Grade DC trip (one day comp for full coverage)

*If participation in any of the clubs listed above is insufficient, the principal may substitute another club. If a sufficient number of students are interested in organizing a new club, the principal may use the open club position, provided a sponsor is available. Each of the above teacher sponsors shall submit, at the end of the year, an evaluation of his/her particular activity to the respective principal.

SCHEDULE B-2
ADDITIONAL COMPENSATION FOR COACHING DUTIES

Sport	Position	Compensation % of BA Step 0
High School		
Boys Basketball	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
	JV Head Coach	10%
	9th Grade Coach	10%
Football	Head Coach	13%
	Varsity Assistant	10%
	Varsity Assistant	10%
	Varsity Assistant	10%
	Varsity Assistant	10%
Wrestling	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
Baseball	Varsity Head Coach	10%
	Varsity Assistant	10%
	JV Head Coach	10%
Boys Soccer	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
	JV Head Coach	10%
Boys Track	Head Coach	13%
	Assistant Coach	10%
Boys Golf	Varsity Head Coach	13%
Boys Swimming	Head Coach	13%
	Assistant Coach	10%
Girls Cheerleading	Varsity Head Coach	6.5% per season (Max 2 Seasons)
	JV Head Coach	4.5% per season (Max 2 Seasons)
Girls Softball	Varsity Head Coach	13%

	Varsity Assistant Coach	10%
	JV Head Coach	10%
Girls Volleyball	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
	JV Head Coach	10%
	9th Grade Coach	10%
Girls Basketball	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
	JV Head Coach	10%
	9th Grade Coach	10%
Girls Swimming	Head Coach	13%
	Assistant Coach	10%
Girls Track	Head Coach	13%
	Assistant Coach	10%
Girls Soccer	Varsity Head Coach	13%
	Varsity Assistant Coach	10%
	JV Head Coach	10%
Girls Golf	Varsity Head Coach	13%
Tennis	Head Coach	10%
Co-Ed Bowling	Head Coach	10%
Co-Ed Cross Country	Head Coach	10%
Middle School		
Football	Coach 1	9%
	Coach 2	9%
	Coach 3	9%
Boys Basketball	8th Grade Coach	9%
	7th Grade Coach	9%
Basketball	8th Grade Coach	9%
	7th Grade Coach	9%

Baseball	7th/8th Grade Coach	9%
Wrestling	Head Coach	9%
Track Boys	Head Coach	9%
Track Girls	Head Coach	9%
Cross Country Boys and Girls	Head Coach	9%
Swimming Boys and Girls	Head Coach	9%
	Assistant Coach	7%
Girls Basketball	8th Grade Coach	9%
	7th Grade Coach	9%
Girls Volleyball	8th Grade Coach	9%
	7th Grade Coach	9%
Softball	Head Coach	9%
Cheerleading	Head Coach	4.5% per season (Max 2 Seasons)
Athletic Coordinator		9%

A. The following activities shall be paid on the indicated percent of the B.A. One Salary Step.

B. Posting of athletic positions will be in each building and will be done approximately one (1) month after the season concludes. These dates are as follows:

Spring Sports	October 1st
Fall Sports	December 1st
Winter Sports	April 1st

Announcement on the decision of these positions will be made within one (1) month from the original posting date or the position will be reopened.

C. Coaching positions will be appointed on a continuing basis unless a review of their performance proves unsatisfactory or the coach resigns. This is not to imply that there is tenure in a coaching position.

D. If, during the course of the activity, the enrollment drops below a determined number, the Board of Education shall have the right to terminate the activity and pay a pro-rated amount of remuneration.

E. Coaches may attend clinics during the school year with approval of their principal. Each coach upon approval shall receive a total of Forty-Five Dollars ($45.00) for these clinics to help cover expenses. In addition, a coach shall be paid car allowance as set forth in ARTICLE XXII when using his/her personal car to attend said clinics.

F. The position of Middle School Athletic Coordinator shall be employed on a continuing basis, unless a review of his/her performance proves unsatisfactory or he/she resigns. This is not to imply that this is a tenure position.

G. Duties of the athletic directors will include scheduling of male and female athletic events.

APPENDIX A

MEDICAL PLAN OPTIONS

	MESSA Choices $500/$1,000	MESSA ABC Plan 2, HSA $2,000/$4,000 (Fully Funded 80/20 share)
In-Network Cost Share		
Deductible	$500/$1,000	$2,000/$4,000
Coinsurance	0%	0%
Blue Cross online visit	$20	Covered after deductible
Office visit	$20	Covered after deductible
Specialist visit	$20	Covered after deductible
Urgent care	$25	Covered after deductible
Emergency room	$50	Covered after deductible
Total out-of-pocket maximum (including deductible)	Medical: $1,500 individual/$3,000 family Prescription: $1,000 individual/$2,000 family	$3,000 for single policy/$6,000 2-person/family
Benefits		
Preventive Services	Certain Annual Exams, Screenings, Immunizations	Certain Annual Exams, Screenings, Immunizations (deductible does
Chiropractic manipulations	Up to 38 visits per calendar year, including therapeutic	Up to 38 visits per calendar year, including therapeutic
Osteopathic manipulations	Up to 38 visits per calendar year.	Up to 38 visits per calendar year.
Physical, occupational, and speech therapy	Up to a combined 60 visit maximum per calendar year.	Up to a combined 60 visit maximum per calendar year.
Durable Medical Equipment	Covered	Covered
Private Duty Nursing	Covered	Covered
Bariatric surgery	Covered	Covered
Acupuncture	Covered	Covered
Hearing aids	Covered after deductible up to maximum benefit, adjusted annually (Currently, $1,890 per hearing aid/every 3 years).	Covered after deductible up to maximum benefit, adjusted annually (Currently, $1,890 per hearing aid/every 3 years).
Prescription Drugs		
	Saver Rx	ABC Rx (after deductible)
Retail	34-day supply	34-day supply
Retail/Mail Order 90-day supply	2x copay of 34-day supply	2x copay of 34-day supply
Generic drug month supply	$10	Free, $2 or $10
Brand drug - preferred month supply	$40	$40
Brand drug - non- preferred month supply		$40
Rx Extras	Affordable Care Act (ACA) Free Preventive Drug Coverage; Access to $2 preventive medications.	Affordable Care Act (ACA) Free Preventive Drug Coverage. Access to an extensive list FREE preventive medications.

~ Information on this document is a general overview; benefits subject to deductible. Please refer to the plan booklet for more detailed info.

If you have any questions, please contact your MESSA Field Representative, Andrew Lavendusky, at 517-281-9974 or 1-800-292-4910.

MESSA Choices Medical Plan Highlights

Effective Date: 9/1/2024
MESSA Account: Dearborn Heights School District Employee
Group: 053E Teacher, Psych, Special Ed Teachers

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

In-network health care benefits for you and your covered dependents

All services must be **medically necessary** and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100% of the cost or the applicable out-of-network cost share amounts. For coverage details, go to messa.org to log in to your MyMESSA account or call the MESSA Member Service Center at 800-336-0013 or TTY 888-445-5614.

Plan features	In-network
Annual deductible The amount you pay for health care services before your health insurance begins to pay. If one member of the family meets the individual deductible, but the family deductible has not been met, MESSA will pay for covered services for that member only. Covered services for the remaining family members will be paid when the family deductible has been met. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	$500 individual/$1,000 family
Medical copayment A fixed amount you pay for a medical visit.	$20 Teladoc Health 24/7 care for minor illnesses, injuries and mental health, $20 Teladoc virtual primary care visit, $20 office visit for medical, mental health and/or substance use disorder treatment, $20 specialist visit, $25 urgent care, $50 emergency room, if not admitted
Medical coinsurance A fixed percentage you pay for a medical service.	0%
Prescription drug coverage Subject to prescription copayments and coinsurance.	Saver Rx
Annual out-of-pocket maximums The most you have to pay for covered medical services in a calendar year, including deductible, applicable coinsurance and copayments. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximums. **Prescription:** The most you have to pay for prescription copayments and coinsurance in a calendar year.	Medical: $1,500 individual/$3,000 family Prescription: $1,000 individual/$2,000 family
In-network preventive care – no cost to you	
Preventive care Certain services such as annual exams, screenings, childhood and adult immunizations, and certain preventive medications.	**Prenatal and postnatal care** Prenatal and postnatal doctor visits.
In-network services subject to deductible and applicable copayment	
Emergency room (ER) Copayment waived if admitted or due to an accidental injury.	**Mental health and substance use disorder - outpatient care**
Office visit E.g. primary care physician, obstetrics and gynecology and pediatric visits.	**Specialist visit**

Teladoc Health visits 24/7 care for minor illnesses, injuries and mental health; virtual primary care visits.	**Urgent care** Copayment waived if services are required to treat a medical emergency or accidental injury.
In-network services subject to deductible and applicable coinsurance	
Acupuncture Must be performed by an M.D. or D.O or a registered acupuncturist.	**Allergy testing and therapy** Subject to deductible and coinsurance. Office visit copayment may apply
Ambulance	**Autism - applied behavior analysis (ABA) services**
Bariatric surgery	**Chiropractic services including modalities** Up to 38 visits per calendar year.
Diagnostic lab and X-ray	**Durable medical equipment (DME)**
Hearing aids There is a maximum benefit for a hearing aid for each ear during a 36-month period.	**Hearing care** Hearing related services performed by an M.D. or D.O.
Home health care	**Human organ transplant** Must be performed at an approved facility.
Inpatient hospital	**Medical supplies**
Mental health and substance use disorder - inpatient care	**Osteopathic manipulations** Performed by an Osteopathic physician. Up to 38 visits per
Outpatient physical, occupational and speech therapy Up to a combined benefit max of 60 visits per individual per calendar year.	**Prosthetics and orthotics**
Radiation and chemotherapy	**Skilled nursing facility** Up to a max of 120 days per calendar year.
Home delivery of prescription medications	
MESSA members can save time and money by ordering prescription medications through the Optum Rx mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Optum Rx. For more information, go to messa.org to log in to your MyMESSA account and link to the Optum Rx website. For general questions about your prescription coverage, call MESSA at 800-336-0013 or TTY 888-445-5614. For questions about a prescription order, call Optum Rx at 800-903-8346.	
Medical care outside the U.S.	
MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website (www.bcbsglobalcore.com) to find in-network providers prior to your departure.	
Covered services and approved amounts	
In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.	
Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.	
Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) & 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.	
Life and accidental death & dismemberment insurance	
Life insurance: $5,000 policy for you.	
Accidental death & dismemberment insurance (AD&D): $5,000 policy for you. *Life and AD&D insurance underwritten by Life Insurance Company of North America.*	

MESSA ABC Plan 2
Medical Plan Highlights

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560 517-332-2581 • 800-292-4910

Effective Date: 9/1/2024
MESSA Account: Dearborn Heights School District
Employee Group: 053E Teacher, Psych, Special Ed Teachers

In-network health care benefits for you and your covered dependents

All services must be **medically necessary** and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100% of the cost or the applicable out-of-network cost share amounts. For coverage details, go to messa.org to log in to your MyMESSA account or call the MESSA Member Service Center at 800-336-0013 or TTY 888-445-5614.

Plan features	In-network
Annual deductible The amount you pay for health care services and prescription drug purchases before your health insurance begins to pay. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	Single coverage: $2000 2-Person & Family coverage: $4000 When two or more lives are covered under this plan, the entire family deductible must be met before claims are paid for any individual.
Medical coinsurance A fixed percentage you pay for a medical service.	0%
Prescription drug coverage Under federal law governing HSA-eligible plans, prescription drugs are subject to the deductible (other than MESSA's free preventive prescriptions). After deductible is met, applicable prescription copayments and/or coinsurance apply. See free preventive prescriptions below.	MESSA ABC Rx
Annual out-of-pocket maximums The most you have to pay for covered medical services and prescriptions in a calendar year, including deductible, copayments and coinsurance. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximum.	Single coverage: $3000 2-Person & Family coverage: $6000
In-network services covered at no cost to you	
Free preventive prescriptions MESSA ABC covers an extensive list of free preventive prescriptions that have no deductible, copayment or coinsurance, including cholesterol and blood pressure medications, weight loss medications, prenatal vitamins, contraceptives and many more.	No cost to you
Preventive care Certain services such as annual exams, screenings, childhood and adult immunizations, and certain preventive medications.	
Prenatal and postnatal care Prenatal and postnatal doctor visits.	

In-network services subject to deductible and applicable coinsurance

Acupuncture Must be performed by an M.D. or D.O or a registered acupuncturist.	**Allergy testing and therapy**
Ambulance	**Autism - applied behavior analysis (ABA) services**
Bariatric Surgery	**Chiropractic services including modalities** Up to 38 visits per calendar year.
Diagnostic lab and X-ray	**Durable medical equipment (DME)**
Hearing aids There is a maximum benefit for a hearing aid for each ear during a 36-month period.	**Hearing care** Hearing related services performed by an M.D. or D.O.
Home health care	**Hospital emergency room (ER)**
Human organ transplant Must be performed at an approved facility.	**Inpatient hospital**
Medical supplies	**Mental health and substance abuse - inpatient and outpatient care**
Office visit	**Osteopathic manipulations** Performed by an Osteopathic physician. Up to 38 visits per calendar year.
Outpatient physical, occupational and speech therapy Up to a combined benefit maximum of 60 visits per individual per calendar year.	**Prosthetics and orthotics**
Radiation and chemotherapy	**Skilled nursing facility** Up to a maximum of 120 days per calendar year.
Teladoc Health visits 24/7 care for minor illnesses, injuries and mental health; virtual primary care visits.	**Urgent Care**

Home delivery of prescription medications

MESSA members can save time and money by ordering prescription medications through the Optum Rx mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Optum Rx. For more information, go to messa.org to log in to your MyMESSA account and link to the Optum Rx website. For general questions about your prescription coverage, call MESSA at 800-336-0013 or TTY 888-445-5614. For questions about a prescription order, call Optum Rx at 800-903-8346.

Medical care outside the U.S.

MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website (www.bcbsglobalcore.com) to find in-network providers prior to your departure.

Covered services and approved amounts

In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.

Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.

Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) & 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.

Life and accidental death & dismemberment insurance

Life insurance: $5,000 policy for you.

Accidental death & dismemberment insurance (AD&D): $5,000 policy for you.

MESSA Dental plan highlights

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

Effective Date: 09/01/2024
MESSA Account: Dearborn Heights School District Employee
Group: 053E Teacher, Psych, Special Ed Teacher Group/Subgroup

MESSA dental plans are underwritten and administered by Delta Dental of Michigan, a non-profit dental care corporation known for its high quality dental programs. Delta Dental contracts with dentists throughout the U.S. to provide high quality care and 90% of Michigan dentists are in the Delta Dental provider network. MESSA members can easily locate Delta Dental contracting providers by visiting **messa.org** and using the provider directory search provided by Delta Dental.

Plan Features			
Diagnostic & Preventive Services 100%	**Basic Services 80%**	**Major Services 80%**	**Orthodontics 50%**
• Oral Examination • Prophylaxes • Topical Fluoride* • Brush Biopsy • Emergency Palliative • 2 Cleanings in 12 Months * Fluoride treatments are payable twice in any period of 12 consecutive months for people up to age 19. **Rider** (If neither box below is checked, you do not have this coverage.) ☐ 3 Cleanings in 12 Months ☐ 4 Cleanings in 12 Months	• Radiographs (x-rays)* • Restorative • Crowns** • Oral Surgery • Endodontic Services — treatment for diseased or damaged nerves. • Periodontic Services — treatment for diseases of the gum and teeth-supporting structures. * Bitewing x-rays are payable once in any period of 12 consecutive months. Full mouth panograph is payable once in 5 years. ** Payable once in any 5-year period on the same tooth. **Rider** (If the box below is not checked, you do not have this coverage.) ☐ Sealants: payable on occlusal surface of first permanent molars for patients up to age 9 and for second permanent molars for patients up to age 14 that are free from caries and restorations.	• Procedures for the construction of fixed bridgework, endosteal implants, partial and complete dentures. • Payable once in any 5-year period for the same appliances.	• Necessary treatment and procedures required for the correction of abnormal bite. • Orthodontic exam, radiographs and extractions are covered under Diagnostic & Preventive Services and Basic Services. **Rider** (If the box below is not checked, you do not have this coverage.) ☐ Adult orthodontics: removes the age 19 restriction on Orthodontics coverage.
$1,500 annual maximum per person **Diagnostic & Preventive Services, Basic Services, and Major Services**			**$3,000** lifetime maximum per person **Orthodontics**

For a complete listing of exclusions and limitations that apply to the plan, refer to the Delta Dental of Michigan certificate booklet.

MESSA Group Term Life Insurance Plan Highlights

Underwritten by Life Insurance Company of North America

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

Effective Date: 09/01/2024

Account: Dearborn Heights School District

Employee Group: 053E Teacher, Psych, Special Ed Teachers

This is a brief summary of your coverage available under MESSA's Group Term Life and AD&D policy. Please refer to your Life & Accident Insurance Certificate Booklet for complete information.

Plan features	Definition	Your Coverage
Group Term Life Insurance	The amount of your Group Term Life Insurance coverage.	$40,000
Group AD&D Insurance	The amount of your Accidental Death and Dismemberment (AD&D) coverage.	$40,000
Group Dependent Term Life Insurance: SPOUSE	This provides a life benefit equal to 50% of the member's benefit (not to exceed $25,000) for the spouse and does not contain AD&D benefits.	N/A
Group Dependent Term Life Insurance: CHILD(REN)	This provides a life benefit equal to 25% of the member's benefit (not to exceed $12,500) for all eligible children and does not contain AD&D benefits.	N/A

It is important to note that Group Term Life Insurance in excess of $50,000 and Group Dependent Term Life Insurance (if the benefit exceeds $2,000) are taxable benefits.

VSP 3 G Benefits

MESSA
1475 Kendale Blvd. PO Box 2560
East Lansing, Michigan 48826-2560
517-332-2581 • 800-292-4910

Effective Date: 9/1/2024
MESSA Account: Dearborn Heights School District
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In-network providers

Most eye doctors are in VSP's Signature network. Staying in-network makes sure you get the most value from your benefits and limits your out-of- pocket costs. In-network doctors bill VSP directly as a convenience to you. A directory of Signature network doctors is available at messa.org or vsp.com. Call VSP member services at 800-877-7195 for assistance.

Out-of-network providers (Maximum reimbursement to patient)

If you choose to see a doctor who is not in the VSP Signature network, your out-of-pocket costs will likely be higher and you must submit the itemized receipts to VSP for reimbursement. For more information, visit vsp.com or call VSP member services at 800-877-7195.

Benefit	In-network provider	Out-of-network provider maximum allowance
Examination		
Optometrist	No copayment	$35
Ophthalmologist	No copayment	$45
Contact lenses (includes contact lens examination) *		
Elective lenses to improve vision	$135 allowance	$115
Medically necessary - *to correct keratoconus, irregular astigmatism, irregular corneal curvature or vision to 20/70 in the better eye*	MESSA pays 100% of the approved amount	$200
Eyeglass frames	$130 allowance	$55
Eyeglass lenses		
Single vision	MESSA pays 100% of the approved amount	$38
Bifocal		$60
Trifocal		$72
Lenticular		$108
Eyeglass lens enhancements		
Rose #1 or #2 tint Rimless Oversize Blended Photochromic	MESSA pays 100% of the approved amount	Member must pay the difference between the approved amount and the provider charge
Progressive	Not covered	
Tinted		
Single vision	MESSA pays 100% of the approved amount	$42
Bifocal		$70
Trifocal		$84
Lenticular		$118
Polarized		
Single vision	MESSA pays 100% of the approved amount	$56
Bifocal		$90
Trifocal		$110
Lenticular		$138

*** The cost of the eye exam is covered separately and does not count against the contact lens allowance.**