

MASTER AGREEMENT
between the
PICKFORD PUBLIC SCHOOLS
and the
PICKFORD EDUCATION ASSOCIATION

September 1, 2022 – August 31, 2025

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This Master Contract entered into this September 1, 2022 by and between the Pickford Education Association, hereinafter called the "Association" and the Board of Education of the Pickford Public Schools, hereinafter called the "Board."

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Pickford is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

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

WHEREAS, the Board has a statutory obligation, pursuant to the Public Employment Relations Act, Act 336 of the Public Acts of 1947 as amended, to bargain with the Association as the representative of its teaching personnel with respect of hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I – RECOGNITION

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all teaching personnel whether under contract, either verbal or written, on leave, or on a per diem, hourly or class rate basis, employed or to be employed by the Board. Such representation shall exclude Superintendent and principals, and any other person engaged at least 50% of the time in the direct administration and supervision of professional personnel.

ARTICLE II – TEACHER RIGHTS

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that all certified personnel, as defined in Article I, of the Board shall have the right to freely organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiation and other concrete activities for mutual aid and protection.

As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it 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 it 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 Association, his participation in any activities of the Association or collective professional negotiations with the Board, of 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 herein shall be construed to deny or restrict to any teacher rights he may have under Federal or Michigan laws. The rights granted to teachers hereunder shall be deemed to be in addition to those provided by law.
- C. The Association and its members shall have the right to use school facilities at all reasonable hours for meetings with the consent of the Board, or its representative. Such meetings are not to interfere with other regularly scheduled activities. No meetings will be held on holidays or Sundays unless Board permission is obtained.
- D. Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- E. The Association shall have the right to use computers, copiers, and all type of audio-visual equipment at reasonable times, when such equipment is not otherwise in use at school. Available supplies may be purchased by the Association at cost. No equipment shall be removed from the site without prior permission of the Board or its designee.
The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in the lounge of each school building. The Association may use teacher mailboxes for communications to teachers. It shall be clearly understood that none of the above facilities shall be used for posting or transmitting materials of a political nature, supporting a political party or candidate, or a political issue. No teacher shall be prevented from wearing insignias, pins or other identification of membership in the Association either on or off school premises.
All Association business conducted or meetings attending during the regular school day must be recorded and tracked in the District's attendance system.
- F. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available compiled information concerning the financial resources of the district, tentative budgetary requirements, and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint. The Board may assess a reasonable fee for providing such materials.
- G. The Board agrees to email the prospective agenda, meeting minutes, and cash flow reports for all special and regularly scheduled meetings to the Association president, and will ensure that the agenda is posted on the school website twenty-four (24) hours in advance of the meeting.
- H. The Board shall provide access to its policy and district guidelines online.
- I. Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or 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 without regard to race, creed, religion, color, national origin, age, sex, or marital status, or membership in the Association or with the activities of any employee organization.
- K. The Board and the Association recognize that the ability of pupils to progress and mature academically is a combined result of school, home, economic, and social environment.

Therefore, teachers alone cannot be held accountable for the academic achievement of the pupil in the classroom.

- L. No material originating after original employment will be placed in his/her personnel file unless the teacher has had an opportunity to review the material.
- M. Any complaint made against a teacher will be promptly brought to the teacher's attention by the administration to the maximum extent permitted by law.
- N. If the teacher believes that material placed in his/her file is inappropriate or in error, he may receive adjustment, provided cause is shown, through the Grievance Procedure. If the teacher is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.

ARTICLE III – BOARD RIGHTS

- A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limited the generality of the foregoing, the right:
 - i. To the exclusive management and administrative control of the school system and its properties and facilities and activities of its employees;
 - ii. To hire all employees, and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, of their dismissal or demotions; and to promote, and transfer all such employees;
 - iii. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
 - iv. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature;
 - v. To determine class schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect to administrative and non-teaching activities, and the terms and conditions of employment.
- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, and the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws or any other national, state, county, district, or local laws or regulations as they pertain to education.

ARTICLE IV – TEACHING HOURS

- A. The teacher’s normal teaching hours in the elementary and secondary schools shall be as follows:
 - 1. Teachers shall be at school by 8:10 a.m. each day (8:05 in the K-5 classrooms for purposes of meeting state requirements for hours) and may leave at 3:15 p.m. To leave earlier a teacher will secure permission from the principal.
 - 2. In order to insure maximum teaching performance, each teacher shall have a minimum of 210 minutes per week for preparation.
 - 3. All teachers shall be assigned a continuous duty-free lunch period at least thirty (30) minutes in length.
 - 4. Teaching hours and student contact hours will be sufficient to meet the State of Michigan “days and hours of instruction.”
- B. Nothing in this agreement shall require the Board to keep schools open in the event of inclement weather, technical failures, or when otherwise prevented by an Act of God. When schools are closed to students due to the above conditions, teachers shall be excused from reporting for duty, for duty without loss of pay. Teachers who have scheduled personal business days or sick days shall not be charged for them, provided school was closed for the entire day. If any of the above conditions occur after the beginning of the school day, teachers may leave as soon as the students in their charge have left the school grounds or an administrator releases them from that responsibility.
- C. Should a closing because of conditions not within the control of school authorities require the scheduling of additional days or hours necessary to be in compliance with state pupil instructional hour requirements, such additional days or hours will be rescheduled to be worked without additional compensation. The Administration will meet with the Association to develop a mutually agreeable revised calendar. If the parties cannot agree on a revised calendar, additional days will be added at the end of the school calendar.

ARTICLE V – TEACHING LOADS AND ASSIGNMENTS

- A. The normal weekly teaching load in the junior and senior high schools will be thirty (30) teaching periods and five (5) unassigned preparation periods. Without his/her consent, no teacher shall be assigned to more than thirty (30) hours of pupil contacts per week. Assignment to a supervised study period shall be considered a contact period for purposes of this Article, but is not to be considered a teacher preparation.
The normal teaching load in the elementary schools shall not exceed thirty (30) hours of pupil contact per week.
If a teacher is assigned six (6) preparation periods, the teacher will be compensated with a \$1000 stipend.
- B. The Administration reserves the right to schedule special faculty meetings beyond those scheduled in the calendar. As much prior notification as possible will be given the teachers. If a teacher already has a prior commitment, he shall notify the Administration. In no case shall the number of special meetings exceed two (2) per month.

- C. Elementary teachers may use for preparation all time during which their classes are receiving instruction from various teaching specialists.
- D. Parental requests for meetings with individual teachers may be honored and the meeting held during the teacher's conference preparation period where this is possible.
- E. All teachers shall be informed of their tentative teaching assignments for the forthcoming year not later than July 31. If a change in assignment arises due to an emergency after July 31, every effort shall be made by the Board to notify teacher of the changes.
- F. Any extra duty assignments not contained in Schedule B, and not including internal substituting, which are made available to EA bargaining unit members will be offered to interested EA staff members.
 - 1. Participation in any said extra duty assignments will be voluntary and on a semester basis.
- G. No departure from these norms, except in case of emergency, shall be made without mutual consent between the Board and the Association.

ARTICLE VI – CLASS SIZE AND TEACHING CONDITIONS

- A. It is acknowledged that the primary duty and responsibility of the teacher is to teach, and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.
- B. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered to meet the following goals:
 It is mutually agreed that for effective teaching, class sizes should be kept small. A split reduction shall occur at thirty-two (32) students in elementary K-5 classrooms. If a split is considered, it shall be an even split, 16 and 16, or as near as possible.
 If a reduction takes effect, the class under action as stated, shall be reduced to a maximum of 28 students.
 The reduction of another class may also be considered for a combination level classroom. No greater than 25 students shall be assigned to a combination level classroom.
 In the Middle School and High School (grades 6-12) classrooms where students change classes each period, the teaching load shall be:
 GENERAL CLASSROOM: 180 students per day. An overload of three (3) students above the recommended thirty (30) students is agreed to.
 The additional overload of three (3) students will only be acceptable in two (2) of six (6) classes daily. In no instance will the 180 student contact limit be exceeded per day.
 Lab Classes will be limited to 24.
 MUSIC: 200 students daily; class size to be determined by the activity.
 PHYSICAL EDUCATION: 38 students per class period.
 The above stated class size limits must be achieved no later than four (4) weeks after the opening of school, and the start of the second semester. Administration will attempt to correct overloads before that time, in order to prevent disruption in the educational process for students.
- C. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained to the maximum extent allowed by district finances.

- D. The Board shall make available in each school, a restroom, and lavatory facilities for teacher use and at least one room which shall be reserved for use as a faculty lounge.
- E. Telephone facilities shall be made available to teachers for their reasonable use. Personal toll calls shall be made at the teacher's own expense.
- F. Parking facilities shall be provided for teacher use.
- G. Teachers are expected to be at their duty stations on time and prepared to fulfill their contractual responsibilities.
- H. Blended Learning – Teachers shall not be required to provide instruction via video or audio streaming while concurrently teaching students in person. Virtual instruction may be mandated if the district switches to virtual instruction for a period of time and teachers are not required to teach in person concurrently.

ARTICLE VII – VACANCIES, PROMOTIONS AND TRANSFERS

- A. Whenever any vacancy in any certificated teaching position or in any extra-curricular position in the district shall occur, the Board shall publicize the same by providing appropriate posting in every school building. No such vacancy shall be filled, except in the case of an emergency on a temporary basis, until such vacancy has been posted for at least ten (10) calendar days.
- B. Any teacher may apply for a vacancy in the bargaining unit. The Board agrees to consider each applicant's teaching qualifications for any such vacancy. The Board supports a policy of filling bargaining unit vacancies from within its existing staff, however, the filling of any vacancy is solely the responsibility of the Board.
- C. Any teacher desiring a transfer must place the request and the reason(s) for the request in writing to the Superintendent. Such requests shall be valid for one (1) school year. The Board is not obligated to create a new position to satisfy a request for transfer.
- D. Any teacher who is transferred to a full-time or part-time supervisory position and who shall later return to teacher status, shall be entitled to retain such rights as he/she may have had under this Agreement prior to the transfer. A person in a full-time supervisory position shall not accrue seniority in teaching. A person in a part-time teaching position shall accrue seniority in teaching commensurate to actual teaching hours.

ARTICLE VIII – SPECIAL PROBLEMS, DISCIPLINE

- A. The maintenance of classroom discipline and order is a joint responsibility of the parties.
- B. Whenever a particular student appears to need specialized attention or assistance which the teacher cannot provide in the classroom, the teacher will notify the Administration of the problem. The Administration agrees to investigate the problem and to recommend appropriate solutions to the Board.
- C. Any student who creates disciplinary problems in the classroom will be immediately brought to the attention of the building principal. The teacher may remove the pupil from the class, subject, or activity for up to one (1) full school day.
The teacher shall immediately report the removal and the reason for the removal to the school principal or available administrator and send the pupil to the school principal or available administrator for appropriate action.

As soon as possible after a removal of this type from class, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the removal. During a removal from class of this type, the pupil shall not be returned that school day to the class, subject, or activity from which he or she was removed without the concurrence of the teacher and the school administrator.

- D. Any case of assault upon a teacher shall be reported immediately to the building principal. The Administration will assist the teacher in notifying medical, law enforcement, and other appropriate authorities.
- E. Teachers are required to exercise care and discretion in regard to the safety of students and property.

ARTICLE IX – PROFESSIONAL COMPENSATION

- A. The compensation of teachers covered by this Agreement is set forth in Schedule A (Salaries) and Schedule B (Extra-Curricular Salaries) which are attached to and incorporated in this Agreement.
- B. The Salary Schedule is based upon a normal weekly teaching load as defined in Article V. For extra work the teacher shall be entitled to appropriate additional compensation as defined in Schedule B.
 - 1. If a teacher in the middle or high school shall teach more than the normal teaching load set forth in the Article, defined as teaching seven (7) periods with no designated preparation period, as part of a regular daily teaching schedule, he/she shall receive additional compensation at one-sixth (1/6) times his/her regular teaching salary per year. Assignment of more than six (6) teaching periods per day shall be subject to the approval of the teacher involved.
- C. Salary Schedule A is based upon the regular school calendar (Schedule C). For teaching assignments in excess of the normal teaching load, teachers will be compensated at one (1) times their individual hourly rates. A teacher shall have the right to reject any teaching assignment in excess of the normal teaching load. The teacher's hourly rate shall be determined in the following manner:

$$\frac{\text{Teacher's Contracted Annual Salary}}{\text{Contract Days} \times 6 \text{ Periods/Day}} = \text{Hourly Rate}$$

Hourly Rate X Contracted Days = Yearly compensation for teaching in excess of normal load

- D. Salary Schedule A is based upon a work year of 182 teacher days. Should the district need to add days to meet state guidelines/requirements, any days beyond the 182 days shall be compensated at the teacher's per diem rate. The teacher's per diem rate shall be calculated in the following manner:

$$\frac{\text{Teacher's Contracted Annual Salary}}{182 \text{ Contract Days}} = \text{Per Diem Rate}$$

- E. The additional semester hours for the intermediate steps of Schedule A need not be toward a Master's Degree but must be of such a nature as to contribute to the overall effectiveness of the teacher's duties. The Superintendent of Schools shall determine each case on its merits.
- F. If a teacher is asked to substitute for another teacher during their preparation period the teacher will receive compensation at a rate of (.001 X BA Base) per hour or shall be given the option of accumulating such substitution time toward compensatory time, i.e., one class period equaling one-seventh (1/7) compensatory time which may be used by the teacher for personal or other reasons within the current school year.

ARTICLE X – LEAVES WITH PAY

- A. At the beginning of each school year each teacher shall be credited with twelve (12) days of leave, the unused portion of which shall accumulate to one hundred thirty-six (136) days.
- B. Leaves of absence with pay chargeable against the teacher's sick leave allowance shall be granted for the following reasons:
 - 1. Personal illness or disability. The teacher may use all or any portion of his leave to recover from his own illness or disability.
 - 2. Personal medical appointments. It is understood that doctor and dental appointments will be allocated under sick leave as they relate to the illness or condition of the teacher.
 - 3. Illness or death in the immediate family. The term immediate family shall be interpreted as husband, wife, mother, father, brother, sister, children, grandchildren, father- and mother-in-law, aunt and uncle, brother- and sister-in-law, daughter- and son-in-law, son- and daughter-in-law, and grandparents of member or spouse. This also includes a dependent living in the immediate household. The term household is interpreted as those who dwell under the same roof and comprise a family or a domestic establishment.
 - 4. Other deaths. Attendance at funerals outside the immediate family shall be charged to personal leave.
- C. Personal Business – Teachers may be granted five (5) days per year non-cumulative personal business leave if requested at least twenty-four (24) hours in advance, in writing, and approved by the Administration. Personal business means an activity that requires the teacher's presence during the school day, and is of such a nature that it cannot be attended to at a time when school is not in session. Approval of personal business days will be contingent on the availability of an external substitute. No more than three (3) personal business days may be taken consecutively.
 - 1. The use of personal leave days that district provided professional development is scheduled is discouraged. Teachers that miss two (2) or more district provided professional development days will meet with administration to discuss the reasons related to missing professional development.
 - 2. If personal business days are not used, they shall accrue as sick leave days.
- D. Upon termination of employment and ten (10) years of service with the Pickford Public Schools, or retirement, or death after ten (10) years of service with the Pickford Public Schools, a teacher shall be entitled to reimbursement of unused sick leave according to the following:
 - 1. Compensated at the rate of .00130 times the BA base for each accumulated sick leave day not used, up to one hundred thirty-six (136) days, and

2. Compensated at the substitute rate for the unused sick leave days in excess of one hundred thirty-six (136) days, but not exceeding twenty (20) days.
- E. Jury Duty – Teachers who are called to serve on juries or subpoenaed to serve as a witness shall be granted the difference in daily rate of pay over and above the amount paid by the court. The teacher must provide a court payment voucher. This amount shall be paid at the earliest payroll date.
- F. The Board retains the right to advance or loan individual teachers additional sick leave days in exceptional cases. The teacher must request the additional days in writing to the Superintendent for subsequent consideration by the Board of Education.
- G. A sick bank for the benefit of teachers shall be established based on the following conditions:
 1. To initially establish the sick leave bank, current members of the teaching staff who wish to participate shall donate two (2) leave days to the bank.
 2. Whenever the bank reaches the minimum of two (2) times the number of full-time teachers, it shall be replenished by each teacher contributing one (1) day sick leave to the bank. Such replenishment shall take place only once in a fiscal year.
 3. Whenever a teacher joins the staff, he/she shall contribute one (1) day to the sick leave bank.
 4. In the event that the bank is exhausted, teachers may donate additional days on a volunteer basis.
 5. The maximum number of days that may be accumulated in the bank shall be two hundred (200). This maximum shall not apply to contribution of new teachers.
 6. The maximum number of days that any teacher shall be able to draw from the sick bank will be sixty (60) days for a tenure teacher and twenty (20) days for a probationary teacher.
 7. A teacher may draw up to, but not exceeding, ten (10) days from the sick bank for maternity leave.
 8. A teacher shall not be eligible to draw from the central bank until his own personal sick leave has been expired for a period of five (5) working days. If the application is approved, the loan will be extended to cover the five- (5) day grace period.
 9. In succeeding years, a teacher who has borrowed from the bank shall replace one-half (1/2) of his/her accumulated sick leave at the end of each year into the central bank until he/she has replaced the loan.
 10. Should a borrower not come back to work and pay off the loaned days he/she shall reimburse the PEA for any days owed at the going rate of substitute pay. If circumstances warrant, the committee may waive pay back provision.
 11. The sick leave bank shall be administered by a committee of four (4) persons: Two (2) persons appointed by the Superintendent of Schools and two (2) persons appointed by the Association. Teachers shall make application to this committee for a loan from the central bank.
 12. The applicant for a loan shall provide proof from a physician stating that he/she is unable to return to work before a loan shall be granted.
 13. Decisions of the Central Bank Committee shall not be subject to the grievance procedure.
 14. Any teacher choosing not to contribute to the bank will not be eligible to apply for days from the bank. Should a teacher who contributes to the bank decide to no longer belong to the plan, he/she will not be reimbursed for contributed days.

ARTICLE XI – LEAVES WITHOUT PAY

- A. Leaves of absence without pay, fringe benefits, advancement on the salary schedule, or accrual of seniority, for a period of up to one (1) year, may be granted under the following conditions, provided request for the leave is made thirty (30) days in advance.
 - 1. Military Leaves will be granted under the terms of applicable Federal Law.
 - 2. (A) A leave of absence shall be granted to any teacher for the purpose of child care. Child care may include but not be limited to situations of a seriously ill child, a terminally ill child, the raising of a young child. The child may be of a natural or adopted parental relationship. The request must be accompanied by supportive evidence submitted by a recognized authority such as a social worker, psychologist, or appropriate medical personnel.
(B) Pregnancy related leaves shall be granted provided that the teacher notifies the Board in a reasonable length of time of the doctor's medical verification of pregnancy. The leave will commence on the date established by the teacher's doctor. The teacher may not return to work until she presents a written statement from her doctor certifying her ability to resume full teaching duties.
 - 3. Educational leave may be granted to teachers for one (1) year to attend college as a full-time student.
 - 4. A teacher whose personal illness or injury extends beyond the period compensated under the Sick Days Provision of Article XIII shall be placed on a leave of absence for the time necessary to recovery from the illness or injury.
- B. Date of return from any leave under this section shall be established in advance by mutual agreement of the Board and the teacher.
- C. Failure to return from an approved leave on the agreed upon date shall mean the teacher has voluntarily terminated his/her employment with the district.
- D. Written request for an extension of the leave must be received by the Superintendent not later than ninety (90) days prior to the termination date of the leave.
- E. Personal leaves not provided for above may be considered on a case-by-case basis.
- F. Teachers who desire to maintain their medical insurance during the period of the leave may do so by paying in advance the cost of the premium to the Administration.

ARTICLE XII – PROFESSIONAL LEAVE

- A. School wide professional development days are planned with input from the school improvement team and are related toward making improvements on a school wide basis that will assist the school in meeting its annual school improvement goals. In order to make school wide progress, it is important that all staff be involved in these professional development activities identified by the school improvement team as important. The administration will attempt to schedule professional development days when they are least disruptive to the school learning atmosphere.
- B. Pickford Public Schools will provide professional development opportunities to meet the state requirements for the probationary and tenured teachers. Professional development shall be planned in cooperation with the administration and align with goals established in the district school improvement plan. All staff are expected to attend scheduled school wide professional

development days unless excused due to illness or other unavoidable cause. A staff member excused from professional development shall be given an opportunity to make up the missed day by participating in another professional development program mutually agreeable to the staff member and administration.

- C. National Board Certification. National Board Certification (NBC) is a national voluntary system established by the National Board for Professional Teaching Standards designed to recognize teachers who meet the high and rigorous standards for what accomplished teachers should know and be able to do.

All members holding a baccalaureate degree from an accredited institution, having three (3) years' teaching experience, and holding a Michigan teaching license are eligible to earn NBC. All eligible members shall have an equal opportunity to earn NBC.

Any activity of a teacher related to NBC shall be voluntary. Members pursuing NBC may choose to terminate their involvement at any time without penalty or fear of retribution.

It is the responsibility of the member to notify and receive concurrence from the Superintendent of their intent to apply for NBC by October 1 of each school year.

Up to three (3) days' paid leave (in addition to other leave granted in this document) will be provided to prepare and complete NBC activities. These days must be approved a minimum of three (3) days in advance by the building principal.

The district shall recognize the accomplishment of each member receiving NBC by paying an additional \$1,000 stipend in annual compensation for each year the certificate is valid. All materials prepared for the NBC assessment, including videotapes, audiotapes, portfolios, documents, computer media, etc. shall be provided by the members, and remain the sole property of the member.

- D. All Association Members: All Association Members will be excused to attend the regional MEA In-service Education Day when sure a day is scheduled.
- E. Local Association Officers: Local Association Officers will be excused from teaching duties to attend official Association meetings called specifically for officers of local Associations.

ARTICLE XIII – MASTER TEACHER PRESENTATION PAY (MTPP)

- A. Master Teacher Presentation Pay (MTPP) will be available for one (1) year to teachers with ten (10) or more years of service to the Pickford Public Schools and calculated as below.

The Master Teacher may not repeat MTPP and retirement is not required upon completion of MTPP.

Years of Service X .00375 X BA Base Salary

Example – Teacher A has 30 years of service, BA Base Salary \$32,057

Teacher A also coaches and is a class advisor

$MTPP = 30 \times .00375 \times \$32,057 = \$3,606$ in Reportable Wages

The Master Teacher will prepare and present an after school professional development session on an educational topic related to their content area and student achievement. The duration shall be limited to one (1) to three (3) hours and shall be scheduled through the Superintendent's office. Teachers are required to attend at least two (2) Master Teacher Presentations per year when available.

MTPP will be added to the teacher's annual salary.

To be considered for MTPP, the teacher must have worked as a classroom teacher for the Pickford Public Schools for a minimum of ten (10) years. The teacher shall request to be placed on MTPP in writing prior to the end of the first semester. The MTPP placement shall be for one (1) year and is not renewable.

MTPP will be spread over remaining pays in the school year. MTPP will not be considered a part of the Step system.

- B. The Board of Education will remit the appropriate amount for each teacher to the Michigan Public School Employees' Retirement System each pay period.

ARTICLE XIV – GRIEVANCE PROCEDURE

- A. A grievance shall be defined to be a misinterpretation or application resulting in an alleged violation of the terms and conditions of this Agreement. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.
 - 1. The termination of services of or failure to re-employ any probationary teacher;
 - 2. The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule;
 - 3. Any matter involving teacher evaluation;
 - 4. It is expressly understood that the Grievance Procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion).
- B. The Association shall designate one (1) representative per building to handle grievances when requested by the grievant. The Board hereby designates the principal of each building to act as its representative at Level One as hereinafter described and the Superintendent or his designated representative to act at Level Two as hereinafter described.
- C. The term "days" as used herein shall mean days in which school is in session, except the summer when "days" shall mean days of the week (Monday-Friday).
- D. Written grievances as required herein shall contain the following:
 - 1. It shall be signed by the grievant or grievants;
 - 2. It shall contain the facts giving rise to the alleged violation;
 - 3. It shall cite the section or subsections of this contract alleged to have been violated;
 - 4. It shall contain the date of the alleged violation;
 - 5. It shall specify the relief requested.

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

- E. **Level One** – A teacher alleging a violation of the provisions of this contract shall within five (5) days of its alleged occurrence orally discuss the grievance with the building principal in an attempt to resolve same. If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing and proceed within three (3) days of said discussion to Level Two.

Level Two – A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One with the endorsement thereon of the approval or

disapproval of the Association. Within three (3) days of receipt of the grievance, the Superintendent or his designated agent shall arrange a meeting with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Association secretary, the building principal in which the grievance arose, and place a copy of same in a permanent file in his office. If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant shall within three (3) days appeal same to the Board of Education by filing such written grievance along with the decision of the Superintendent, with the officer of the Board in charge of drawing up the agenda for the Board's next regularly scheduled Board meeting.

Level Three – Upon proper application as specified in Level Two, the Board shall allow the teacher or his Association Representative an opportunity to be heard at the next regularly scheduled meeting of the Board.

WITHIN FIVE (5) DAYS OF THE FINAL HEARING OF THE GRIEVANCE, THE BOARD SHALL RENDER ITS DECISION IN WRITING. The Board may hold future hearings therein or otherwise investigate the grievance provided, however, that in no event except with express written consent of the Association shall final determination of the grievance be made by the Board, NO LATER THAN THE NEXT REGULARLY SCHEDULED MEETING OF THE BOARD.

Level Four – If the decision of the Board is unsatisfactory to the Association, it may, within five (5) days of receipt of the Board's Level Three answer, request fact finding concerning the grievance.

A fact finding panel consisting of one (1) Association representative, one (1) representative appointed by the Board, and a third party chosen by the mutual agreement of the parties, shall convene. If mutual agreement cannot be arrived at by parties (1) and (2) above, then a neutral third party will be assigned by the rules developed by the American Arbitration Association. Neither party shall have any power to select or affect the selection of the other party's panel representative. The parties are responsible for their own costs, however, the costs of the Fact Finder shall be shared equally by the parties. The Board and the Association will be bound by the decision of this panel.

- F. The time limits provided in this article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year the strict adherence to the time limits may result in hardship of any party, the Superintendent shall use his/her best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
- G. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

ARTICLE XV – INSURANCE PROTECTION

For the duration of this agreement, the Board shall provide the following MESSA PAK program, funded as described by PA 152, with the aggregate maximum allowable contributions as per the cap option amount based on employee plan census. Increases in the maximum allowable contribution, based on cap adjustment to reflect changes in the medical care component of the Consumer Price Index, will be

contributed equally to employee Health Savings Accounts for those that meet the following two (2) factors:

1. Enrolled in PAK A as of December, 31
And
2. Employed during the current contract year

The amount remaining, if any, will be equally dispersed to respective employee Health Savings Accounts with the first payroll in September. Decreases in cap amounts and MESSA rate increases will be expenses to employees.

New max allowable insurance caps will be effective January 1, 2022 through August 31, 2025.

For those selecting a Health Savings Account (HSA) the HSA will be pre-funded as follows: January 6 months; July 2 months; September 4 months (6-2-4).

If the teacher separates from employment prior to the reimbursement of the Board's HSA payments, any remaining funds owed to the Board will be deducted from any monies owed to the teacher.

PAK A (for employees electing health insurance)

Health	MESSA ABC Plan 1 \$1350/2700 deductible ABC Rx HSA Funded per member (pending any cap increases) Derived by aggregate census
Long Term Disability	70% \$3000 maximum 90 calendar days – modified fill Pre-existing condition waiver Maternity coverage Alcohol/Drug – same as any other illness Mental/Nervous – same as any other illness Freeze on offsets
Negotiated Life	\$50,000 AD&D
Vision	VSP-3
Dental	100:90/90/90: \$1500 with Adult Ortho Class I & II maximums at \$1000

PAK B (for employees not electing health insurance)

Long Term Disability	same as above
Negotiated Life	\$50,000 AD&D
Vision	VSP-3
Dental	100:90/90/90: \$1500 with Adult Ortho Class I & II maximums at \$1000

PAK C (High Deductible Plan)

Health	MESSA ABC Plan 3 \$3500/7000 deductible ABC Rx
Long Term Disability	70% \$3000 maximum 90 calendar days – modified fill Pre-existing condition waiver Maternity coverage Alcohol/Drug – same as any other illness Mental/Nervous – same as any other illness Freeze on offsets
Negotiated Life	\$50,000 AD&D
Vision	VSP-3
Dental	100:90/90/90: \$1500 with Adult Ortho Class I & II maximums at \$1000

The Board agrees to establish a qualified Section 125 Cafeteria Plan and, upon application by employees not taking health insurance, agrees to pay \$5000 per year in lieu of health insurance. Said amount may be used to purchase any of the MESSA variable options and/or annuities, or may be taken as cash.

ARTICLE XVI – PART-TIME TEACHERS

- A. Part-time teachers shall be advanced one (1) year on the salary schedule for every year they are employed for one-half (1/2) or more of the teaching hours per year. If a part-time teacher becomes full-time, his/her placement on the salary schedule shall be determined by the actual time in active teaching. The salary of a part-time teacher shall be:
Number of work hours contracted per year X (salary step teacher is on)
Number of hours in total teaching year
- B. Seniority in teaching shall be computed upon actual number of work periods per school day, i.e. teacher with four (4) work periods shall be credited with 4/7-year seniority at the close of the school year.

ARTICLE XVII – MENTOR TEACHER

- A. A Mentor Teacher shall be defined as a Master Teacher as identified in section 1526 of PA 335 (1993) and shall perform the duties of a Master Teacher as specified in the act.
- B. Each bargaining unit member in his/her first three (3) years in the classroom shall be assigned a Mentor Teacher by the Administration after consultation with the Association. The Mentor Teacher shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.
- C. Mentor Teachers shall serve in accordance with the following:

1. The ultimate and overriding criteria used in selecting a Mentor Teacher will be the candidate's recognition as a teacher skilled in the art and science of teaching with the capability to communicate these two areas.
 2. The Mentor Teacher shall be a tenured teacher within the bargaining unit (whenever possible) and shall have received an effective or highly effective rating on their most recent educator evaluation.
 3. Participation as a Mentor Teacher shall be voluntary.
 4. The District shall provide notification to all teachers of any mentor teacher positions as soon as they become available.
 5. Mentor Teachers and Mentees shall work in the same building (elementary, middle, high school) and have the same area of certification (whenever possible).
 6. The Mentee shall be assigned to only one (1) Mentor Teacher at a time.
 7. The Mentor Teacher assignment will serve for one (1) year, subject to review by the Administration, Mentor Teacher and Mentee after three (3) months. The appointment may be renewed in succeeding years.
 8. Mentor Teachers may have up to two (2) mentees if so desired.
- D. Because the purpose of the mentor/mentee match is to acclimate the bargaining unit member and to provide necessary assistance toward the end of quality instruction, the Board and the Association agree the relationship shall be confidential to the extent permitted by law.
- E. Upon request, the Administration shall make available reasonable release time so the Mentor Teacher may work with the Mentee in his/her assignment during the regular work day and school calendar year. Where possible the Mentor Teacher and Mentee shall be assigned common preparation time.
- Suggested standards for release time will be the configuration of up to four (4) hours per month for the first year, up to four (4) hours every other month in the second year, and up to four (4) hours ever three (3) months in the third year. Requests for greater time spent with the Mentee will be addressed with the building principal. It is also understood that time between the Mentor Teacher and the Mentee will necessarily take place weekly beyond the normal working day to establish this collaborative relationship. Time commitments beyond this minimum may be subject to revision due to state mandates. This provision is a suggested standard and will not be a factor in the decision to retain or dismiss a mentee.
- F. Mentees shall be provided with a minimum of fifteen (15) days of professional development activities during their first three (3) years of classroom teaching. Professional development shall be scheduled within the parameters of the regular work day and work year. Such professional development activities will be chosen with the concurrence of the Mentor Teacher, Mentee and Administration.
- G. Mentor Teachers shall provide a detail end log of mentoring/training activities, including dates and duration, to the building principal by June 1st of each year in order to be compensated for their service as a mentor teacher. The mentor will receive substitute teacher's pay for days outside the contract year that they attend training sessions either with or for the new teacher that they are mentoring.

ARTICLE XVIII – DURATION

- A. This agreement shall be effective through August 31, 2022. This agreement shall expire on the date indicated above and will not be extended unless by mutual agreement by both sides. Should the financial condition of the district significantly improve, either side may request to open the contract in June/July for wage discussion only.

ARTICLE XIX – CERTIFICATE OF RATIFICATION

FOR THE PICKFORD EDUCATION ASSOCIATION

_____ Date _____

FOR THE PICKFORD BOARD OF EDUCATION

_____ Date _____

SCHEDULE A – SALARY SCHEDULE

2022-2023 7% increase (extended steps #17-25; all teachers moved to full steps)

	FY23				
	BA	BA20	BA30	MA	MA15
1	\$ 35,671.48	\$ 37,412.26	\$ 39,153.04	\$ 40,893.83	\$ 42,100.39
2	\$ 37,203.37	\$ 39,020.72	\$ 40,838.11	\$ 42,655.49	\$ 43,909.47
3	\$ 38,770.06	\$ 40,665.76	\$ 42,561.49	\$ 44,457.19	\$ 45,765.23
4	\$ 40,301.95	\$ 42,274.24	\$ 44,246.54	\$ 46,218.85	\$ 47,579.74
5	\$ 41,833.82	\$ 43,882.71	\$ 45,931.61	\$ 47,980.52	\$ 49,394.26
6	\$ 43,365.70	\$ 45,491.18	\$ 47,616.69	\$ 49,742.18	\$ 51,208.77
7	\$ 44,932.40	\$ 47,136.22	\$ 49,340.06	\$ 51,543.89	\$ 53,064.52
8	\$ 46,464.28	\$ 48,744.71	\$ 51,025.11	\$ 53,305.55	\$ 54,879.04
9	\$ 47,996.17	\$ 50,353.17	\$ 52,710.20	\$ 55,066.13	\$ 56,693.54
10	\$ 49,562.87	\$ 51,998.30	\$ 54,433.56	\$ 56,868.92	\$ 58,549.30
11	\$ 51,094.74	\$ 53,606.68	\$ 56,118.63	\$ 58,630.58	\$ 60,363.81
12	\$ 52,626.62	\$ 55,215.16	\$ 57,803.70	\$ 60,392.24	\$ 62,178.32
13	\$ 54,158.50	\$ 56,823.63	\$ 59,507.92	\$ 62,153.92	\$ 63,992.86
14	\$ 55,725.20	\$ 58,468.66	\$ 61,212.13	\$ 63,964.63	\$ 65,857.89
15	\$ 57,257.08	\$ 60,077.13	\$ 62,897.20	\$ 65,717.28	\$ 67,663.13
16	\$ 58,784.68	\$ 61,684.95	\$ 64,582.26	\$ 67,469.92	\$ 69,468.37
17	\$59,966.25	\$62,924.82	\$65,880.36	\$68,826.07	\$70,864.68
18	\$61,171.57	\$64,189.61	\$67,204.56	\$70,209.47	\$72,289.06
19	\$62,401.12	\$65,479.82	\$68,555.37	\$71,620.68	\$73,742.07
20	\$63,655.38	\$66,795.97	\$69,933.33	\$73,060.26	\$75,224.29
21	\$64,613.79	\$67,801.66	\$70,986.26	\$74,160.27	\$76,356.89
22	\$65,586.63	\$68,822.50	\$72,055.05	\$75,276.84	\$77,506.53
23	\$66,574.12	\$69,858.71	\$73,139.93	\$76,410.23	\$78,673.49
24	\$67,576.48	\$70,910.52	\$74,241.14	\$77,560.68	\$79,858.02
25	\$68,593.93	\$71,978.17	\$75,358.94	\$78,728.46	\$81,060.38

2023-2024 3% increase and full step

	FY24				
	BA	BA20	BA30	MA	MA15
1	\$36,741.62	\$38,534.63	\$40,327.64	\$42,120.64	\$43,363.40
2	\$38,319.47	\$40,191.34	\$42,063.26	\$43,935.15	\$45,226.76
3	\$39,933.16	\$41,885.73	\$43,838.33	\$45,790.91	\$47,138.18
4	\$41,511.00	\$43,542.47	\$45,573.94	\$47,605.42	\$49,007.14
5	\$43,088.84	\$45,199.19	\$47,309.56	\$49,419.94	\$50,876.09
6	\$44,666.67	\$46,855.91	\$49,045.19	\$51,234.45	\$52,745.03
7	\$46,280.38	\$48,550.30	\$50,820.27	\$53,090.21	\$54,656.46
8	\$47,858.21	\$50,207.05	\$52,555.86	\$54,904.72	\$56,525.41
9	\$49,436.05	\$51,863.77	\$54,291.51	\$56,718.11	\$58,394.35
10	\$51,049.76	\$53,558.25	\$56,066.57	\$58,574.98	\$60,305.78
11	\$52,627.58	\$55,214.88	\$57,802.19	\$60,389.49	\$62,174.73
12	\$54,205.42	\$56,871.61	\$59,537.81	\$62,204.01	\$64,043.67
13	\$55,783.25	\$58,528.34	\$61,293.16	\$64,018.54	\$65,912.64
14	\$57,396.96	\$60,222.72	\$63,048.50	\$65,883.57	\$67,833.63
15	\$58,974.79	\$61,879.44	\$64,784.12	\$67,688.80	\$69,693.02
16	\$60,548.22	\$63,535.50	\$66,519.73	\$69,494.02	\$71,552.42
17	\$61,765.24	\$64,812.57	\$67,856.77	\$70,890.85	\$72,990.62
18	\$63,006.72	\$66,115.30	\$69,220.69	\$72,315.75	\$74,457.74
19	\$64,273.15	\$67,444.22	\$70,612.03	\$73,769.30	\$75,954.34
20	\$65,565.04	\$68,799.85	\$72,031.33	\$75,252.06	\$77,481.02
21	\$66,552.21	\$69,835.71	\$73,115.85	\$76,385.08	\$78,647.59
22	\$67,554.23	\$70,887.18	\$74,216.70	\$77,535.15	\$79,831.73
23	\$68,571.35	\$71,954.47	\$75,334.13	\$78,702.54	\$81,033.70
24	\$69,603.77	\$73,037.84	\$76,468.38	\$79,887.50	\$82,253.76
25	\$70,651.75	\$74,137.51	\$77,619.70	\$81,090.31	\$83,492.19

2024-2025 1% increase and full step

	FY25				
	BA	BA20	BA30	MA	MA15
1	\$37,109.04	\$38,919.98	\$40,730.91	\$42,541.85	\$43,797.04
2	\$38,702.66	\$40,593.25	\$42,483.89	\$44,374.50	\$45,679.02
3	\$40,332.49	\$42,304.59	\$44,276.71	\$46,248.82	\$47,609.57
4	\$41,926.11	\$43,977.90	\$46,029.68	\$48,081.47	\$49,497.21
5	\$43,519.73	\$45,651.18	\$47,782.66	\$49,914.14	\$51,384.85
6	\$45,113.34	\$47,324.47	\$49,535.64	\$51,746.79	\$53,272.48
7	\$46,743.18	\$49,035.81	\$51,328.47	\$53,621.11	\$55,203.02
8	\$48,336.79	\$50,709.12	\$53,081.42	\$55,453.76	\$57,090.66
9	\$49,930.41	\$52,382.41	\$54,834.42	\$57,285.29	\$58,978.29
10	\$51,560.25	\$54,093.83	\$56,627.24	\$59,160.73	\$60,908.83
11	\$53,153.85	\$55,767.03	\$58,380.21	\$60,993.39	\$62,796.48
12	\$54,747.48	\$57,440.33	\$60,133.19	\$62,826.05	\$64,684.11
13	\$56,341.09	\$59,113.63	\$61,906.09	\$64,658.73	\$66,571.77
14	\$57,970.93	\$60,824.95	\$63,678.98	\$66,542.41	\$68,511.96
15	\$59,564.54	\$62,498.24	\$65,431.96	\$68,365.69	\$70,389.95
16	\$61,153.70	\$64,170.86	\$67,184.92	\$70,188.96	\$72,267.94
17	\$62,382.89	\$65,460.69	\$68,535.34	\$71,599.76	\$73,720.53
18	\$63,636.78	\$66,776.45	\$69,912.90	\$73,038.91	\$75,202.31
19	\$64,915.88	\$68,118.66	\$71,318.15	\$74,506.99	\$76,713.88
20	\$66,220.69	\$69,487.84	\$72,751.64	\$76,004.58	\$78,255.83
21	\$67,217.73	\$70,534.07	\$73,847.01	\$77,148.93	\$79,631.18
22	\$68,229.78	\$71,596.05	\$74,958.87	\$78,310.50	\$80,830.12
23	\$69,257.06	\$72,674.02	\$76,087.47	\$79,489.56	\$82,047.12
24	\$70,299.81	\$73,768.21	\$77,233.06	\$80,686.38	\$83,282.44
25	\$71,358.26	\$74,878.89	\$78,395.90	\$81,901.21	\$84,536.36

The parties agree to abide by all aspects of PA 4, which as of the effective date of this Agreement, includes the provision for an emergency financial manager who may reject, modify, or terminate this agreement as provided by law.

APPENDIX A – SCHEDULE B ASSIGNMENTS

- A. Schedule B assignments are annual appointments and shall be posted annually as such. If a teacher wishes to retain a Schedule B assignment, he/she shall have first consideration for that position.
- B. In filling vacancies under Schedule B assignments, teachers in the district shall be given primary consideration.
- C. All vacancies will be posted in accordance with Article VIII unless the person who most recently held that position is being retained.
- D. Though listed in Schedule B, the Board retains the authority to determine whether or not a particular position is warranted. If a person begins a Schedule B position but does not complete the school year, the pay shall be prorated provided discernible duties have been performed. A general job description including duties, responsibilities, and expectations will be provided to Schedule B position appointees.
- E. Payment made for any newly created Schedule B position shall be established based on competitive, comparative rates within our Schedule B positions.

SCHEDULE B

In addition to the basic teacher salary as provided in the foregoing, there shall be paid the following sums listed below. Up to a maximum of six (6) years' experience will be granted in each activity with the salaries computed on the BA schedule.

Position	%	Other Amount
Sixth Grade Advisor	1%	
Seventh Grade Advisor	1%	
Eighth Grade Advisor	1%	
Freshman Class Advisor	1%	
Sophomore Class Advisor	1%	
Junior Class Advisor	1%	
Senior Class Advisor	4%	
FCCLA Advisor	10%	
Yearbook Staff Advisor	7% (2% if in-house classroom)	
Student Council Advisor	5%	
MS Student Council Advisor	3%	
Band Directorship – Extra Curricular	6%	
Science Olympiad	1%	
HS Quiz Bowl	3%	
MS Quiz Bowl	3%	
Mentor Teacher	2%	
National Honor Society Advisor	3%	
HS Debate		\$500.00 stipend
Kinder Coordinator		\$300.00 stipend
Head Varsity Football, Basketball, Track	12%	
Head Varsity Volleyball	10%	
JV Volleyball	7%	
Assistant Varsity Football	8%	
Head JV Football & Basketball	8%	
Assistant JV Football	6%	
Head Varsity Softball & Baseball	10%	
Cross Country	3%	
Golf	3%	
JH Basketball & Volleyball	3%	
JH Track	4%	

Athletic – Schedule B

All duty salaries shall be paid upon the completion of that duty in a single check separate from the payroll check.

If a coach moves within an activity (i.e. basketball to basketball) he/she will take his/her step with them. If a coach moves to a new activity (i.e. basketball to volleyball) coach will be paid at Step 1 for the new activity.