

MASTER AGREEMENT

BETWEEN

THE BOARD OF EDUCATION

OF THE

BIG RAPIDS PUBLIC SCHOOLS

AND THE

BIG RAPIDS EDUCATION ASSOCIATION

AUGUST 16, 2021 - AUGUST 15, 2024

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BIG RAPIDS SCHOOL DISTRICT

TEACHER AGREEMENT

This Agreement entered into this 16th day of August, 2021 by and between the Board of Education for the Big Rapids Public Schools, Mecosta and Newaygo Counties, Michigan, hereinafter called the 'Board,' and the Big Rapids Education Association, hereinafter called the 'Association'.

WITNESSETH

Whereas the Board and the Association recognize and declare that providing a quality education for the children of Big Rapids 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 Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to 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:

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all certificated teacher personnel, counselors, and certificated school social worker personnel, employed under contract or to be employed under contract by the Board but excluding supervisory and executive personnel [Superintendent, Assistant Superintendent(s), building principal(s) and assistant principal(s) and administrative assistant(s)] and office and clerical employees and bus drivers and maintenance personnel and food service personnel. The term "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.
- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, provided that the Association or its designated representative(s) has been given opportunity to be present at such adjustment.
- C. Any teacher who is a member of the Association or who has applied for membership shall coordinate payment of dues with association treasurer.
- D. The parties recognize that the BRE is the exclusive bargaining agent for the members/positions described in the recognition clause of this agreement.
- E. The Association agrees to indemnify and save harmless the Board, the Big Rapids Public Schools, individual members of the Board and the Board's employees and agents, against any and all claims, demands, causes of action, costs, suits or other forms of liability; including, but not limited to, attorney fees and unemployment compensation costs that may arise out of, or by reason of, action by the Board for the purpose of complying with this Article, subject however, to the following conditions:
1. The damages have not resulted from the negligence, misfeasance, or malfeasance of the Board or its agents.
 2. The Association, after consultation with the Board, has the right to decide whether to defend any said action or whether or not to appeal the decision of any court or other tribunal regarding the validity of the section or the defense which may be assessed against the Board by any court or tribunal.
 3. The Association has the right to choose the legal counsel to defend any said suit or action.
 4. The Association shall have the right to compromise or settle any claim made against the Board under this Article.
- F. This Article shall be effective retroactively to the date of the Agreement and all sums payable hereunder shall be determined from said date.
- G. Nothing contained herein shall be construed to deny or restrict to any teacher rights he/she may have under the Michigan General School Laws or applicable civil service

laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

- A. The Board, on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the school system and its properties and facilities and the school related activities of its employees;
 2. To determine class schedules, the hours of instruction and the duties, responsibilities and assignments of teachers and other employees with respect thereto 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, 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 hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.
- No provision of this Agreement shall be construed as limiting or restricting the Board's rights regarding those matters which are designated as management rights and prohibited subjects of bargaining under Subsections 15(3) and (4) of the Public Employment Relations Act. This provision shall take precedence over any other provision of this Agreement and present the paramount premise for interpreting this Agreement.
- C. 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.
- D. It is recognized that the administration of the contract is vested in the Superintendent of schools or administrators under the direction of the Superintendent.

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher shall have the right freely to organize, join and support the Association for the purpose for engaging in collective bargaining or negotiation and other lawful concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under code of the 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 reason of membership in the Association, participation in any lawful activities of the Association of collective professional negotiations with the Board or institution of any grievance, complaint or processing under this Agreement or otherwise provided by law with respect to any terms or conditions of employment. The Association agrees that it will not discriminate against any employee, based upon Association membership or non-membership.
- B. Both parties to this Agreement specifically recognize the right of either the Board or the teacher appropriately to invoke the assistance of the Michigan Employment Relations Commission or an arbitrator appointed pursuant to the provisions of this Agreement and both parties agree to be bound by any lawful order or award thereof.
- C. The Association and its members shall have the right, upon Board approval, to use school building facilities at all reasonable hours for meeting. Bulletin boards and other established media of communication shall be made available to the Association and its members for appropriate Association business.
- D. The Board agrees to furnish to the Association, in response to the reasonable requests from time to time, all available 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, together with information which may be necessary for the Association to process any grievance or complaint.
- E. Each teacher shall have the right, upon request, to review with an appropriate member of the administration, the contents of his/her own personnel file. The teacher may have a representative of the Association accompany him/her in such review. Other examination of a teacher's file shall be limited to qualified supervisory personnel, except that an Association representative, with the written permission of the member, may review such files at reasonable times when necessary for contract administration purposes or to provide the teacher representation in other administrative or legal proceedings.

All requirements of the Bullard-Plawecki Employee Right to Know Act (Act 397 of 1978) shall be adhered to by the Board. These requirements include, but are not limited to, the right to review the teacher's own file; the right to disagree with information

contained in the file; the right to request that the material be corrected or removed from the file; and the right to submit a written statement explaining the teacher's position in the event the Superintendent refuses to change or remove the material from the file.

When complaints against a teacher or disciplinary reports are to be placed in a teacher's file, the affected teacher shall review and sign said material, such signature shall be understood to indicate awareness of the material; but in no instance shall said signature be interpreted to mean agreement with the content of the material.

- F. 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 or Association with the activities of any employee organization. The prohibition against discrimination on the basis of sex shall not apply where sex is a bona fide occupational qualification (BFOQ). The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, physical size, handicap, religion, sex, color, or national origin, and to seek to achieve full equality for educational opportunity to all pupils.
- G. Seniority is defined as the length of unbroken service within the school district commencing with the date of hire to a bargaining unit position.
1. Taking an approved leave does not constitute a break in service. Seniority shall continue to accrue during such approved leave.
 2. Seniority is "frozen" when a bargaining unit member is employed within the district in a non-bargaining unit position. Should the employee return to a bargaining unit position, seniority will begin to accrue from the point at which it was "frozen."
- A seniority list shall be published yearly and kept current. The list shall show the name, date of hire, and date of letter of intent to hire (if available).

- A. The salaries of teachers covered by this Agreement and compensation for professional services and activities beyond the normal teaching load are set forth in the schedules which are attached to and incorporated in this Agreement. These salary schedules, with qualifying statements attached, shall remain in effect during the term of this Agreement.
- B. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined, in accordance with the nine and one-half (9 1/2) months school calendar dates, during normal teaching hours. Under a year-around school program, the individual teacher's contract is to be negotiated at that time between the Association and the Board. In the normal school year calendar, teachers will, at the beginning of each school year (by the end of the first scheduled work day), choose the method of payment from either a twenty-one (21) pay schedule or a twenty-six (26) pay schedule. But once selected, no change will occur without administration or secondly, Board approval.
- C. A teacher engaged during the school day in negotiation on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary. The number of staff to be released shall not exceed five (5) at any one time.
- D. Teachers employed under individual contract for more than one semester during any school year, who remain in the system, shall be considered for salary purposes advanced to the next step of the salary schedule at the beginning of the following school year if re-employed, and shall be given one year's credit in the Big Rapids system. Teachers employed for one semester or less shall not be advanced to the next step of the salary schedule for the following school year, nor shall they be given credit in the Big Rapids system.
- E. Any teacher who covers a class during his/her conference/preparation hour will be given the option of comp time in lieu of substitute payment. This time will accrue in the form of hours of time the teacher may use at a future time/date during the year the work was performed. Any unused time at the end of the school year, will be compensated at the current substitute pay according to Schedule B Extra Pay Schedule, Section 4.
Any teacher with accrued comp time may use such time provided:
 - 1. Use of the comp time is approved and scheduled at least three days in advance.
 - 2. Comp time is not to be used immediately before or after a vacation or holiday or in conjunction with any other approved absence.
 - 3. The teacher assumes a joint responsibility with the administration to provide and maintain a signed record of the accumulation and use of his/her comp time.
 - 4. Comp time will be used in half or full day increments.
- F. In the event a teacher is required to move classrooms, they will earn up to three 6 hour days of compensations of the pay rate in the CBA 2021-2024 \$27.50 for a maximum of 18 hours. If a teacher needs more time than 18 hours, they will need to get prior approval from administration. The teacher will have custodial support to move heavy or large

items, such as desks or file cabinets. Should a teacher not be available during the time period needed to move their classroom, custodial staff will complete the move.

- A. The teachers' normal teaching hours in the schools shall be as follows.
1. At the beginning of the school day, teachers are to be on duty ten (10) minutes prior to the start of the instructional day.
 2. Teachers shall leave school no earlier than ten (10) minutes after the school's dismissal time
 3. All teachers shall be on duty in their assigned rooms at the specified time and remain as long as is necessary to fulfill professional assignments which can reasonably be completed within such standard workweek.
 4. On Professional Development days and any day in which students do not report to school, the day will begin no earlier than 8:00 a.m. and shall end no later than 3:00 p.m.
- B. All teachers shall be entitled to a duty-free, uninterrupted lunch period, which shall be no less than forty-five (45) minutes.
- C. Elementary teachers (K-5) will be provided two (2) fifteen (15) minute, duty-free recess/instructional periods each full school day, except that one (1) elementary teacher will be required to cover each such recess/instructional period at each elementary building. This shall not apply to recess periods connected to the students' lunch period. A teacher will be compensated six (6) dollars for each recess/instructional period covered, payable on a school marking period basis.
- At the beginning of each school year, or as soon as it is determined that recess coverage is necessary to meet the clock hours of instruction, each building administrator shall (at a teachers meeting) ask for teachers to cover such recess/instructional periods on a voluntary basis.
- If no teachers, or an insufficient number of teachers, volunteer for recess/instructional duties, such duties will be handled on a rotating basis beginning with the least senior teacher within each building and including all teachers (including elementary specials teachers) within each building.
- Elementary specials shall also have at least the equivalent of two (2) fifteen minute, duty-free recess periods each school day. Classroom teachers will not be required to attend the classes receiving instruction from teachers primarily assigned to teach art, music, or physical education.
- D. If the above attempts to secure a substitute are not successful, the classroom teacher shall retain supervision of the students and shall be paid in accordance with Schedule B—Extra Pay Schedule, Section 4.
- E. If an accident occurs during the morning or afternoon recess which requires the attention of the principal and/or playground supervisor, a teacher will volunteer to assist in the supervision of students during that recess.

- F. Act of God Days - Teachers shall not be required to report for work on "Act of God Days." In the event that the number of "Act of God Days" exceeds the state number of "grace days," and if state law mandates make-up of these excessive days, or if the make-up of these excessive days is necessary in order to receive full state aid, then these days will be added at the end of the school's current calendar year. The number of days added will be sufficient to meet the State's minimum requirements. Teachers shall not be paid for these "make-up" days.

- A. The normal weekly teaching load in the high school will be twenty-five (25) teaching periods and five (5) unassigned counseling preparation periods. The normal weekly teaching load in the middle school will be twenty five (25) teaching periods and five (5) unassigned counseling preparation periods. The normal weekly teaching load in the elementary schools will be thirty (30) teaching periods.
Beginning with the 2002-03 school year and each year thereafter, elementary teachers shall receive no less than 180 minutes preparation and no block of time shall be less than 30 minutes. This time shall be free from student supervisory responsibilities. This section shall not be construed as limiting the Board's management rights concerning experimental or pilot programs as provided by Subsection 1 5(3)(h) of PERA.
- B. Time for Parent-Teacher Conferences (Pre K-12) each year shall be scheduled as follows:
1. Two (2) fall evenings (students attend all day, teachers hold parent conferences in the evenings).
 2. No school on Friday (or its equivalent) after conferences for students or staff. Elementary teachers with over 24 students will receive comp time for additional time allocated to conferences. Such time shall be limited to 15 minutes per each student over 24 (i.e. 26 students would result in an additional half hour (1/2) of comp time). This time must be verified and preapproved by the building administrator.
 3. One (1) winter/spring three (3) hour evening session (students attend full day).
 4. Teachers and students attend 1/2 day on Friday (or its equivalent) of conference week.
Dates for these conferences to be set after consultation with the Association.
- C. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The teachers and the Board will confer from time to time for the purpose of the selection and use of such educational tools. The Board agrees at all times to keep the school reasonably and properly equipped and maintained.
- D. Under no conditions shall a teacher be required to drive a school bus as part of his/her regular assignment.
- E. The Board shall make available in each school adequate lunchroom, restroom, and lavatory facilities for teacher use. Any substantial changes or improvements in the elementary or middle school buildings shall incorporate provisions for private, locked restrooms for staff use only.
- F. The prime responsibility of a teacher is to teach; therefore, anything which takes a teacher away from that duty disrupts the normal educational flow between the student and teacher. Therefore, whenever a teacher is sick or off due to personal illness, he/she will do everything within reason, to seek the earliest possible return to the classroom. It

is also the responsibility of the teacher to attempt to complete the maximum amount of contractual obligation possible. It is therefore assumed that the teacher will attempt to schedule all medical appointments, exams, and non-life-threatening surgery (after consultation with their doctor) on their own time, to insure as smooth an educational program as possible.

- G. No teacher shall be required on a regular basis to clean up student bodily fluids, change student clothing, or wash students in situations where such action would pose a possible health hazard for teachers. The Board agrees to have available for all teachers a package to safeguard the teacher from handling such materials in the event a teacher would perform these services.
- H. If a faculty meeting is held on the work day at the end of the semester or school year, it shall last no longer than 90 minutes.

- A. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the teacher and the Board. 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 at 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 these levels wherever possible and practicable:
1. K (PK, DK) - Grade 2 24 pupils
 2. Elementary grade 3 25 pupils
 3. Elementary grades 4 – 5 27 pupils
 4. Special education classes within the guidelines as set by the state
- The parties also agree that the desirable class size in the middle and high school levels should be as follows:

English, Social Studies, General Education, Science, Language, Business, Mathematics	30 pupils
Computer Courses	30 pupils
Industrial Arts	30 pupils
Life Skills/Management	30 pupils
Music (excluding Band, Choir)	30 pupils
Art	30 pupils
Health and Physical Education	36 pupils
High School Science Laboratory Classes	28 pupils

In the event the desirable class size is exceeded by ten (10) percent or more, every effort will be made to equalize the class sizes.

- C. Whenever the above guidelines are exceeded by two (2) students (e.g., grades K-2 when the 26th pupil is assigned), a half-time paraprofessional shall be provided. When the guidelines are exceeded by four (4) students, a full time paraprofessional shall be provided. At the middle school and high school, the paraprofessional time shall be prorated (e.g., if guidelines are exceeded for one (1) class period, the paraprofessional time shall be provided for that period only).
If the overload in a high school and/or middle school class is less than four (4) students, then three (3) class periods of paraprofessional time shall be provided per week.
- D. In the event the issue is not satisfactorily resolved, the Association may make recommendations to resolve the situation to the Board of Education.

1. By count day, the Board will notify the teachers in the elementaries, middle school and high school* if there will be a shortage of paraprofessionals to cover the overloads. Teachers may choose to participate in a lottery that offers compensation in place of section C (i.e. Teachers with overloads are randomly drawn one at a time and offered compensation in place of section C). Teachers with overloads shall receive \$2.50 per class period per day for each student over the desirable class size. Affected teachers will keep a daily/hourly overload record to be handed in weekly to the building principal for approval.
 2. If the scheduled paraprofessional is not present to fulfill section C, the same rate will be paid.
*Only contingent upon high school instructional support center (ISC) being operational.
- E. The Board agrees to count special education students as part of the regular classroom pupil count. The Board will make a reasonable effort to evenly distribute special education students among grade level classes or courses within a building. Students who are mainstreamed for 25% of a day or less shall be counted by agreement between the building administrator and the teacher involved based on the individual situation. In addition, an in-service will be provided relative to teacher rights and responsibilities with special education students.
- F. While the parties acknowledge the policy of least restrictive environment is legally mandated, they also recognize the extent to which any individual student with a disability should participate in special education programs and services must be appropriate to that student's unique needs as determined by an individual educational planning committee (IEPC).
Any teacher who will be providing instruction to a student with a disability in a regular education classroom setting shall be invited, in writing, to participate in the individual educational planning committee (IEPC) which may initially place (or continue the placement of) the student in a special education classroom or provide support services. The IEPC should be scheduled to accommodate the regular education teacher's timetable as well as other professionals in attendance.
If any teacher, in writing, advises the administration of a reasonable basis to believe problems exist in the implementation of a student with a disability's current IEPC, the teacher shall have the right to request a meeting of appropriate staff to discuss the problem and possible solutions. The Association member shall have the right to identify which staff he/she believes should attend the meeting. The student's IEPC specifies and provides for availability of all supplementary aides, support personnel and other related services deemed necessary by the IEPC. The administration will provide such necessary support determined by the IEPC.

ARTICLE 8 VACANCIES, PROMOTIONS, AND TRANSFERS
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- A. For the purposes of this Article, a vacancy shall be defined as a professional position within the bargaining unit which the Board intends to fill and which is unfilled because it is newly created or because the teacher holding that position is no longer employed by the district.
- B. Except as required by the provisions of the Michigan Open Meetings Act, a request by any teacher(s) leaving the system not to announce their name(s) will be honored by the Board.

- A. At the beginning of each school year, each teacher shall be accredited with ten (10) days [eleven (11) for new teachers] of leave, the unused portion of which shall accumulate to 130 days.

When teachers are ill, or for any other reason cannot conduct their classes, they shall notify the principal or other designated person, following district guidelines as contained in the teacher handbook updated periodically, so that a substitute can be secured.

B. Sick leave bank

1. The sick leave bank shall be established by carrying over the unused days from the previous year's bank. After repayment of days from members who borrowed from previous years the Association may (in order to) restore the bank each year to the maximum 180 days, the procedure shall be to add as necessary to the bank's unused balance contributions of one day from each teacher (excluding new teachers) in alphabetical order until the maximum is reached. All subsequent contributions will be made in a sequential alphabetical order. Probationary teachers are exempted from contributing to the sick bank.
2. Accumulated sick leave benefits will cease when a teacher's own sick leave days are exhausted. Each teacher shall receive a written statement of accumulated sick leave at the close of the school year (last regular June paycheck).
3. A teacher may make application (a written request) to draw on the sick leave bank after he/she has exhausted his/her own sick leave days. Teachers new to the district may make application only after thirty (30) days of working. In the event of a serious illness or injury, which prevents a teacher from making application, a member of the teacher's immediate family or other designated individual may make application on behalf of the ill or injured teacher. The intention of this clause is that the bank will be used by teachers who have critical personal illness or injury including disability due to pregnancy.
4. The Association shall be empowered to review the applications for days from the sick leave bank and shall be empowered to grant sick leave days from the sick leave bank. The Association shall notify the Board within two (2) working days of an application to the sick leave bank. The Association shall notify the Board within five (5) working days of the granting or denial of the request. After joint consultation, if either the Board or the Association feels it necessary, a physician's statement shall be required to verify the illness or injury.
5. The bank will have a maximum of 180 days per year.
6. No teacher may borrow more than 90 days per school year from the sick leave bank or the number of days needed to be eligible for Long Term Disability, whichever is less.

7. Repayment
 - a. Members who are borrowing days from the sick bank will sign a repayment agreement.
 - b. Repayment will start at the beginning of the next school year.
 - c. Repayment must be at least three (3) days per year until all the days are repaid. Repayment can be paid back faster than three (3) days per year but not less than three (3) days per year unless the member went on disability insurance. The first year back to work from being on disability insurance, only one (1) day must be repaid. The following years must be paid back at a minimum three (3) days per year.
 - d. In the event that the member leaves the Big Rapids Public Schools district before repayment, the member will pay an amount equal to the number of unpaid sick leave days times his/her daily pay (salary divided by contractual workdays.) Upon receipt of repayment from the member, the Central Office will credit the Sick Bank and notify the BREA President.
 - e. In the event of special circumstances, the BREA executive board shall reserve the right to cancel the debt of repayment.
 8. In the event a teacher becomes disabled and is entitled to Workers' Compensation for permanent or temporary, the teacher also will be entitled to sick leave pay. The sick leave pay will be paid at the usual rate until the teacher begins to receive weekly Workers' Compensation benefits. Thereafter, the sick leave pay shall amount only to the difference between the average weekly wage of the teacher prior to the injury and the Workers' Compensation benefits subsequently received. In computing the sick leave pay offset against the teacher's accumulated sick leave, the value of the accumulated sick leave of the teacher shall be computed by multiplying the average daily wage of the teacher by the number of sick leave days accumulated and then offsetting the actual sick leave benefits paid against this amount. In the event the disability ends before all the sick leave benefits are exhausted, the Board may pay an additional sick leave benefit amount to the teacher sufficient to eliminate any fraction of a day still accrued. Any payment must conform to Michigan State Worker's Compensation Law.
- C. Pay for unused sick leave will be according to the following schedule:
1. A teacher who resigns from the district with five (5) or more years of service as an Association member shall receive ten percent (10%) of the pay he/she would receive for his/her unused sick leave accumulation up to a maximum of \$1,500.
 2. A teacher who retires from the district, is eligible and applies for benefits from the Michigan Public School Employees Retirement System (MPERS), and gives notice of such retirement in writing to the Superintendent by April 1st of the school year of retirement, shall receive twenty percent (20%) of the pay he/she would receive for his/her unused sick leave accumulation up to a maximum of \$6,000.

3. A teacher who retires as defined in section C.2. of this Article (above), with written notice of retirement given to the Superintendent after April 1st of the school year of retirement, shall receive fifteen percent (15%) of the pay he/she would receive for his/her unused sick leave accumulation up to a maximum of \$2,000.
The provisions of Article 9 Section C (above) may be superseded if a universal buyout plan is adopted and applicable to a particular teacher.

- A. Any teacher whose personal illness extends beyond the period compensated under Article — 9 Sick Leave Pay shall be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness or disability, up to one year. Application for said leave must be made within 15 days after notification by the Board that sick leave has or is about to expire. Notification will be sent to the teacher and the Association by registered mail. Within (20) calendar days from the date said notification is sent, the teacher shall apply for the leave of absence provided by this section if the teacher desires such leave. Applications may be by the teacher's agent. If the teacher or his/her agent fails to apply within the twenty (20) day time limit, this shall constitute the teacher's resignation from employment.
- B. Leaves of absence with pay taken from the sick leave allowance shall be granted for the following reasons:
1. A maximum of eight (8) days per school year for serious illness in the immediate family. Additional time necessary may be granted at the discretion of the Board.
 2. Such portion of the day as is necessary for any staff member to attend a ceremony at which he/she is being awarded a degree.
 3. One day for attendance at the school graduation of a son, daughter, husband, or wife. When additional time is necessary, such time may be granted at the discretion of the Board.
 4. Three (3) days a year for the conducting of personal business that is of such a nature that requires the teacher's presence during the school day, and cannot be attended to at a time when schools are not in session. These days are not available for personal convenience, vacation, or recreation. Personal business days shall not be used to extend holiday periods except when waived by the Superintendent. If any employee has exhausted all of his/her sick leave allowance, an additional day for conducting personal business as described above may be granted at the discretion of the Superintendent. The employee's request for the additional day must be made in writing.
 5. Time granted under funeral leave will be time necessary for attendance at the funeral. An employee will be allowed three (3) days from a separate fund and two (2) days from the employee's sick/personal leave allowance for funeral leave days for death in the immediate family in any school year. Additional days with pay may be granted at the discretion of the Board. Immediate family is defined as follows:
Mother, Father, Brother, Sister, Wife, Husband, Son, Daughter,
Mother-in-Law, Father-in-Law, Brother-in-Law, Sister-in-Law,
Son-in-Law, Daughter-in-Law, Grandparents, Grandchildren, Aunt, Uncle,
Nephew, Niece, or Cousin. Any employee selected for pall bearer for a deceased employee will be allowed one funeral day in any calendar year.
 6. An employee will be allowed one (1) working day as funeral leave for the death of a close friend or student.

7. Teachers using two (2) or less sick/personal days will be compensated \$100.00 at the end of the school year. Teachers using zero (0) sick/personal days will be compensated \$200.00 at the end of the school year.
- C. Leave of absence with pay in addition to the sick leave allowance shall be granted for the following reasons:
1. Absence when a teacher is called for jury service. This should be entered into only after consultation with the Board, and remuneration should be the difference between the jury pay and the teacher's regular pay.
 2. Court appearance as a witness in any case connected with the teacher's employment in our school system.
 3. Time necessary to take the selective service physical examination.
 4. When subpoenaed for court appearance (limited to 10 days on a first subpoenaed basis).
- D. Approved visitation at other schools or for attending educational conferences or conventions, including state or regional Association meetings may be granted with pay at the discretion of the Board.
- E. At the beginning of every school year, the Association shall be credited with eight (8) days to be used by teachers who are officers or agents of the Association, such use to be at the discretion of the Association. The Association agrees to notify the Board no less than forty-eight (48) hours in advance of taking such leave. Eight (8) additional days during non-bargaining years and fifteen (15) days during bargaining years (the final year of the master agreement) can be used by the Association with the Association reimbursing the Board for the cost of hiring a substitute teacher within ten (10) business days.
- F. Leaves of absence without pay may be granted upon application and after consultation with the Board for the following purposes:
1. Study related to the teacher's field of certification.
 2. Study to meet eligibility requirements for teacher certification other than that held by the teacher.
 3. Study, research, or special teaching assignment involving probable advantage to the school system.
 4. Additional leave without pay may be granted by petition to the Board. The regular salary increment occurring during such period shall be allowed.
- G. Pursuant to Section 1235 of the School Code of 1976, teachers who have been employed for seven (7) years may be granted a sabbatical leave for one (1) year without pay. During said sabbatical leave, the teacher shall be considered to be in the employ of the Board.
- H. Military leaves of absence without pay shall be granted to any teacher who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States.
- Teachers on military leave shall return to work no later than the beginning of the semester following the end of their first term of service. Upon return from such leave, a

teacher shall be assigned to the same position or a substantially equivalent position, if available, or a different position, if available, for which the teacher is fully qualified; or the next available position for which the teacher is fully qualified.

Teachers on military leave shall be given the benefit of any increments and sick leave allowance which would have been credited to them had they remained in active service to the school system.

- I. The Board shall grant a leave of absence without pay, not to exceed one year, to any teacher to serve in public office which takes the teacher away full time, but which is not an elective office. The Board shall also grant a leave of absence without pay to any teacher to campaign for a full-time, elective office, such leave to terminate no later than the beginning of the semester following the election for such office.
Any teacher accepting such an elected office shall be considered by both parties to have terminated his/her contract. A teacher holding a local public office which requires absence from the job part time shall make arrangements with the Board regarding such absence.
- J. Whenever possible, all requests for leave should be submitted to the principal for approval.
Any request for a leave of absence under the provisions of Article 10-Leave of Absence shall be granted at the discretion of the Board, and the number of teachers allowed to be on leave at any one time shall be within the discretion of the Superintendent.
Requests for attendance at professional conferences shall be granted on a rotating basis.
- K. A leave of absence without pay may be granted upon application and after consultation with the Board for child care leave (natural and adoptive) of up to one (1) year. A teacher, upon return from this unpaid leave of absence, shall be restored to his/her former position, if available, or to a position of like nature, seniority, and status. A teacher shall not advance on the salary schedule if the childcare leave is one (1) semester or longer.

- A. Since the teacher's authority and effectiveness in his/her classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline coming under the legal jurisdiction of the school.
- If any teacher, in writing, advises the administration of a reasonable basis to believe that a student requires the attention of special counselors, social workers, law enforcement personnel, physicians, or other professional persons, the administration will, in a timely manner, respond to the teacher in writing. The administration, in coordination with the teacher, will take reasonable steps to resolve the student's problems.
- Should this process fail, as determined by the teacher and the administration, the Board shall take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.
- B. Any case of assault upon a teacher related to his/her employment in the school system shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- C. Teachers, in accordance with MCLA 380.1312, within the scope of his/her responsibilities, may use such reasonable physical force as may be necessary to:
1. Protect himself, herself, the pupil, or others from immediate physical injury.
 2. Obtain possession of a weapon or other dangerous object upon or within the control of a student.
 3. Protect property from physical damage.
- D. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher, unless the Board institutes such action (court case, Tenure Act) and after due process, the teacher is found guilty.
- E. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.
- F. Every effort will be made to notify teachers regarding students whose past behavior may indicate a concern for the health and/or safety of staff or other students provided that it is legal to do so and notification is not in conflict with confidentiality obligations.

- A. It is agreed that the articles of this Agreement and such matters not specifically covered by this Agreement, but of common concern to the parties shall be subject to negotiations between them from time to time during the period of this Agreement upon written request by either party to the other and by mutual consent of both parties. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing pertinent information and otherwise constructively considering and resolving any such matters.
- B. At least sixty (60) calendar days prior to the expiration of this Agreement, the parties will likewise begin negotiations for a successor Agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.
- C. In any negotiations described in this Article, neither party shall have, nor try to control or influence the selection of representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and the membership of the Association. The parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to bargain in good faith as defined by law.
- D. 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.

A. Definitions:

1. **Grievance.** A grievance shall be defined as an alleged violation of the terms and conditions of this Agreement.
2. **Aggrieved person.** The "aggrieved person" is the person or persons making the claim and may be a teacher, a group of teachers, or the Association.
3. **Designated representatives of the Board.** The "designated representative of the Board" shall mean the principal in each school building, or other administrator or supervisor responsible for the decision in question, except that if the grievance arises in more than one building, the designated representative of the Board shall mean the Superintendent of the schools, in which case the grievance shall commence at step two. The Board may change the designated representative by giving ten (10) days prior written notice to the president and designated representative of the Association. Such change shall not affect any grievance in process.
4. **Designated representative of the Association.** The "designated representative of the Association" shall mean an official of the Association who has been given authority to receive grievances on its behalf. The Association may name up to six designated representatives and the president of the Association must, in writing, supply the names of these parties to the Board before the Board has a duty to deal with them. The Association may change or add a designated representative by giving ten (10) days prior written notice to the Board. Such change shall not affect any grievance in process.
5. **Days.** The term "days" when used in the section shall, except where otherwise indicated, mean teacher work days.

B. Purpose:

1. The purpose of this procedure is to secure, at the lowest possible administration level, equitable solutions to problems involving the welfare or working conditions of a teacher or teachers or to problems which draw into question the interpretation and alleged violation of the provisions of the Agreement. To better effectuate this process, both parties agree that all proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
2. It is important that grievances be processed through the steps as rapidly as possible. The number of days indicated at each step should be considered as maximum and every effort should be made to expedite the process. Any grievance not answered within the time limits by the Board shall automatically pass to the next step of the Grievance Procedure. Any grievance not appealed by the Association within the time limits shall be deemed settled on the basis of the Board's last answer. The parties may, however, mutually agree to extend the time limit at any step.
3. Nothing herein contained shall be construed as limiting the right of any individual teacher to present grievances to school officials and/or the Board and without the

intervention of the Association, except that the adjustment shall not be inconsistent with this Agreement and the Association shall be given the opportunity to be represented at such adjustment.

4. It is expressly understood that the grievance procedure shall not apply to teacher tenure dismissal (including the non-renewal of a probationary teacher) or suspension without pay because the Teacher Tenure Act prescribes a procedure or authorizes a remedy which is not subject to the grievance procedure.
- C. All grievances shall be handled in accordance with the following procedure:
1. **STEP ONE.** When an aggrieved person becomes aware of, or should have become aware of, but in no case more than twenty (20) days after the occurrence of the event or condition upon which a grievance claim is based, the aggrieved person shall reduce the grievance to writing, stating the nature of the grievance and the article and section of this Agreement allegedly violated, together with a proposed solution thereto, and shall deliver a copy of the grievance to the designated representative of the Board and to the designated representative of the Association.
Within five (5) days of the receipt of the grievance, the designated representative of the Board shall meet with the Association or its designated representative in an effort to resolve the grievance. The aggrieved person, shall be present at such meeting. Within five (5) days of the above meeting, the designated representative of the Board shall make a written answer to the grievance, which written answer shall be communicated to the designated representative of the Association. The answer shall either grant or deny the grievance, and if it is denied shall state the reason for denial.
 2. **STEP TWO.** In the event the grievance is not satisfactorily resolved at step one, the Association, within five (5) days of their receipt of the answer, shall transmit the grievance in written form together with a proposed solution thereof to the Superintendent of schools. Within the five (5) days of the receipt of the grievance the Superintendent shall meet with the Association or its designated representative in an effort to resolve the grievance.
The aggrieved person shall be present at such meeting. Within five (5) days of the above meeting, the designated representative of the Board shall make written answer to the grievance, which written answer shall be communicated to the designated representative of the Association. The answer shall either grant or deny the grievance, and if it is denied, shall state the reason for denial.
 3. **STEP THREE.** In the event the grievance is not satisfactorily resolved at step two, the Association, within five (5) days of their receipt of the Superintendent's decision, may appeal to the Board of Education by filing with the president of the Board. That filing shall be in writing and shall include the grievance, along with the step two decision of the Superintendent.
Upon proper filing as specified in this section, the Board of Education shall hold a hearing for the consideration of the grievance within ten (10) days of its receipt. The

final determination, of the grievance, shall be made by the Board no more than ten (10) days after the Board's hearing.

A copy of the decision of the Board shall be forwarded to the Superintendent for permanent filing, the building principal or other administrator or supervisor responsible for the decision in question, the grievant, and the Association.

4. STEP FOUR. In the event the grievance is not satisfactorily resolved at step three, the Association may make a request within ten (10) days for a list of seven (7) possible arbitrators from the labor Mediation Board of the State of Michigan. Within five (5) days of the receipt of the list, the parties shall meet to select an arbitrator from the list, but if at the meeting they are unable to agree, then the arbitrator will be selected as follows: Beginning with the Board, the Board and the Association shall alternately strike a name from the list until only one (1) person remains, who shall be the arbitrator.

In lieu of the arbitration procedure defined above (in step four), the Board and Association may mutually agree to select an arbitrator from the American Arbitration Association (AAA) and in accordance with its rules and procedures which shall likewise govern the arbitration proceeding.

5. Upon the request of either party, a five (5) day extension will be granted for any time requirement defined in this article. Any additional time must be requested in writing and agreed to by both parties.

D. Powers of the Arbitrator:

1. The arbitrator shall not add to or subtract from or substitute his judgment for the terms of this Agreement.
2. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction. The cost of any arbitration under this Article shall be paid jointly and equally by the Board and the Association.

- A. Teachers shall be involved collaboratively with administration in professional activities such as but not limited to curriculum development and study, grade and department meetings, teacher assignments, instructional materials, teaching equipment, school improvement and/or accreditation, building and district meetings.
Teachers are expected to attend up to two (2) building or district meetings of no more than ninety (90) minutes total per month in support of these professional responsibilities. These meetings may take place prior to or following the school day.
- B. The Board recognizes the right of teachers to have significant involvement in curriculum, textbook selection, and program development decisions. Teachers shall be informed (on a regular basis) through faculty meetings, grade and subject area meetings, Curriculum Council, and other communication channels of curricular studies, pilot programs, and other proposed changes. A consensus model will be followed in the decision-making process to institute any changes.
The Board has final authority in all curriculum matters and nothing in the above paragraph shall be interpreted to alter or diminish this authority.
- C. Except for those meeting(s) required in Article 15 - Teacher Involvement In Curriculum Study, Paragraph A above, involvement in any of these areas outside of regular teaching hours will be wholly voluntary on the teacher's part. A teacher who chooses not to be involved outside of regular school hours shall not be judged or evaluated to be any less capable or without professional integrity.
- D. The Administration will insure that the opportunity for involvement of teachers in curriculum studies shall be as equal as possible and practical for all staff. The Association President will be notified of the names of bargaining unit representatives serving on the committees.
- E. Nothing herein shall be construed to take the right of making final decisions from the Board. Furthermore, nothing herein shall prevent the Board from changing the process of arriving at these decisions. However, the Board shall notify the Association about any changes in the process before they are made.

- A. The Board recognizes the importance of teacher involvement in the school improvement process. School improvement recommendations shall not be implemented without each affected bargaining unit member having been provided pertinent information at a faculty meeting. After information is disseminated, the proposal will be discussed at a faculty meeting. A consensus model will be followed in the school improvement decision-making process.

The Board has final authority in all curriculum matters and nothing in the above paragraph shall be interpreted to alter or diminish this authority.

- A. Each teacher shall notify his/her principal or designee (person shall not be another teacher) as soon as possible when a substitute teacher will be needed.
- B. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of the Agreement shall be incorporated into and be considered part of the established policies of the Board.
- C. Copies of the Agreement shall be printed at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.
- 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 provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. The Association and/or its members shall not engage in, nor encourage concerted action of any type against the school district which would be in violation of this contract, or in violation of the laws or statutes of the State of Michigan.

SCHEDULE A – SALARY SCHEDULE
 SALARY SCHEDULE – 2021-22
 BRE A SALARY SCHEDULE 2021-2022

Steps	Lane 1 BA		Lane 2 BA/MA		Lane 2 BA/MA Total		Lane 3 MA+30		Lane 3 MA+30	
	Lane 1 BA	% Off Schedule	Total Salary	Lane 2 BA/MA	% Off Schedule	Salary	Lane 3 MA+30	% Off Schedule	Total Salary	Total Salary
1	39,173	384	\$ 39,557	43,089	422	\$ 43,511				
2	41,132	403	\$ 41,535	45,244	444	\$ 45,688				
3	43,188	423	\$ 43,611	47,506	466	\$ 47,972				
4	45,348	445	\$ 45,792	49,881	489	\$ 50,371				
5	47,387	465	\$ 47,852	52,125	511	\$ 52,637				
6	49,520	485	\$ 50,006	54,472	534	\$ 55,006				
7	51,500	505	\$ 52,005	56,650	555	\$ 57,206	58,916	578	\$ 59,494	
8	53,561	525	\$ 54,086	58,916	578	\$ 59,494	61,274	601	\$ 61,875	
9	55,702	546	\$ 56,248	61,274	601	\$ 61,875	63,724	625	\$ 64,349	
10	57,932	568	\$ 58,500	63,724	625	\$ 64,349	66,273	650	\$ 66,922	
12	62,309	611	\$ 62,920	67,066	658	\$ 67,723	72,183	708	\$ 72,891	
15	65,524	642	\$ 66,167	70,143	688	\$ 70,830	75,893	744	\$ 76,637	
17	66,803	655	\$ 67,458	71,704	703	\$ 72,407	77,410	759	\$ 78,169	
20	69,438	681	\$ 70,119	74,296	728	\$ 75,024	80,486	789	\$ 81,275	
23	69,868	685	\$ 70,553	74,981	735	\$ 75,716	80,964	794	\$ 81,757	
25	70,806	694	\$ 71,500	76,231	747	\$ 76,978	82,058	804	\$ 82,862	
27	71,341	699	\$ 72,041	77,509	760	\$ 78,269	82,705	811	\$ 83,516	
27+	71,341	699	\$ 72,041	77,509	760	\$ 78,269	82,705	811	\$ 83,516	

Steps and 2% on Schedule, 1% off schedule.

SALARY SCHEDULE – 2022-23

BRE A SALARY SCHEDULE PROJECTED 2022-2023

Steps	Lane 1 BA		Lane 2 BA/MA		Lane 2 BA/MA Total		Lane 3 MA+30		Lane 3 MA+30	
	Lane 1 BA	% Off Schedule	Total Salary	Lane 2 BA/MA	% Off Schedule	Salary	Lane 3 MA+30	% Off Schedule	Total Salary	Total Salary
1	39,956		\$ 39,956	43,950		\$ 43,950				
2	41,954		\$ 41,954	46,149		\$ 46,149				
3	44,051		\$ 44,051	48,456		\$ 48,456				
4	46,255		\$ 46,255	50,879		\$ 50,879				
5	48,335		\$ 48,335	53,168		\$ 53,168				
6	50,511		\$ 50,511	55,561		\$ 55,561				
7	52,530		\$ 52,530	57,784		\$ 57,784	60,095		\$ 60,095	
8	54,633		\$ 54,633	60,095		\$ 60,095	62,500		\$ 62,500	
9	56,816		\$ 56,816	62,500		\$ 62,500	64,999		\$ 64,999	
10	59,090		\$ 59,090	64,999		\$ 64,999	67,598		\$ 67,598	
12	63,555		\$ 63,555	68,407		\$ 68,407	73,627		\$ 73,627	
15	66,835		\$ 66,835	71,546		\$ 71,546	77,410		\$ 77,410	
17	68,140		\$ 68,140	73,138		\$ 73,138	78,958		\$ 78,958	
20	70,827		\$ 70,827	75,782		\$ 75,782	82,096		\$ 82,096	
23	71,265		\$ 71,265	76,481		\$ 76,481	82,583		\$ 82,583	
25	72,222		\$ 72,222	77,755		\$ 77,755	83,699		\$ 83,699	
27	72,768		\$ 72,768	79,059		\$ 79,059	84,359		\$ 84,359	
27+	72,768		\$ 72,768	79,059		\$ 79,059	84,359		\$ 84,359	

Steps and 2% on Schedule

SALARY SCHEDULE- 2023-24

BREA SALARY SCHEDULE PROJECTED 2023-2024									
Steps	Lane 1 BA	0% Off Schedule	Lane 1 BA Total Salary	Lane 2 BA/MA	0% Off Schedule	Lane 2 BA/MA Total Salary	Lane 3 MA+30	0% Off Schedule	Lane 3 MA+30 Total Salary
1	40,755		\$ 40,755	44,829		\$ 44,829			
2	42,793		\$ 42,793	47,072		\$ 47,072			
3	44,932		\$ 44,932	49,425		\$ 49,425			
4	47,180		\$ 47,180	51,897		\$ 51,897			
5	49,302		\$ 49,302	54,231		\$ 54,231			
6	51,521		\$ 51,521	56,672		\$ 56,672			
7	53,581		\$ 53,581	58,939		\$ 58,939	61,296		\$ 61,296
8	55,725		\$ 55,725	61,296		\$ 61,296	63,750		\$ 63,750
9	57,952		\$ 57,952	63,750		\$ 63,750	66,299		\$ 66,299
10	60,272		\$ 60,272	66,299		\$ 66,299	68,950		\$ 68,950
12	64,826		\$ 64,826	69,775		\$ 69,775	75,100		\$ 75,100
15	68,171		\$ 68,171	72,977		\$ 72,977	78,959		\$ 78,959
17	69,502		\$ 69,502	74,601		\$ 74,601	80,537		\$ 80,537
20	72,243		\$ 72,243	77,297		\$ 77,297	83,738		\$ 83,738
23	72,690		\$ 72,690	78,010		\$ 78,010	84,235		\$ 84,235
25	73,667		\$ 73,667	79,311		\$ 79,311	85,373		\$ 85,373
27	74,224		\$ 74,224	80,640		\$ 80,640	86,046		\$ 86,046
27+	74,224		\$ 74,224	80,640		\$ 80,640	86,046		\$ 86,046

Steps and 2% on Schedule

Teachers who complete a BA degree and 35 additional credits shall be placed on the MA Salary Schedule. Hours already earned after a BA degree shall be counted toward the BA+35 = MA Salary Schedule. Classes taken after February 1, 1992, will be evaluated by the Superintendent and salary (BA + 35 = MA) credit awarded only for classes related to the teaching area. Teachers shall be placed on the salary schedule for the year based upon credits earned prior to the start of classes. Credits earned during the school year shall apply to the salary schedule for the next school year. Teachers who have completed a prior-approved (by the Board) 60 hour MA program shall be placed on the MA +30 salary schedule.

SCHEDULE B - EXTRA DUTY SCHEDULE

1. At the start of the school year, BREA members will be notified of open Nonathletic schedule B positions. Each of the following percentages will be computed on the beginning B.A. schedule, up to a maximum of ten (10) years of experience within this activity area, and during uninterrupted teaching or professional services within the Big Rapids school system. Full experience will be given if reassigned to the same sport or activity area.

ATHLETICS

High School Coaching Positions

Head Baseball/Softball	9%
Assistant Baseball/Softball	5%
Head Basketball (boys/girls)	12%
Assistant Basketball (boys/girls)	7%
Head Cheerleading Fall	9%
Assistant Cheerleading Fall	5%
Head Cheerleading Winter	9%
Assistant Cheerleading Winter	5%
Head Cross Country (boys/girls)	9%
Assistant Cross Country	5%
Head Football	12%
Assistant Football	7%
Head Golf (boys/girls)	9%
Assistant Golf (boys/girls)	5%
Head Ice Hockey	12%
Assistant Ice Hockey	7%
Head Soccer (boys/girls)	9%
Assistant Soccer (boys/girls)	5%
Head Tennis (boys/girls)	9%
Assistant Tennis (boys/girls)	5%
Head Track (boys/girls)	9%
Assistant Track (boys/girls)	5%
Head Volleyball	12%
Assistant Volleyball	7%
Head Wrestling	12%
Assistant Wrestling	7%
High School Game Manager (Fall/Winter)	4.5%
High School Game Manager (Spring)	3%

Middle School Coaching Positions

Head Boys Basketball (7 th /8 th grade)	6%
Assistant Boys Basketball (7 th /8 th grade)	3%

Head Girls Basketball (7 th /8 th grade)	6%
Assistant Girls Basketball (7 th /8 th grade)	3%
Head Cheerleading (Fall/Winter)	6%
Assistant Cheerleading (Fall/Winter)	3%
Head Cross Country	6%
Assistant Cross Country	3%
Head Track (boys/girls)	6%
Assistant Track (boys/girls)	3%
Head Volleyball (7 th /8 th grade)	6%
Assistant Volleyball (7 th /8 th grade)	3%
Head Wrestling	6%
Assistant Wrestling	3%
Game Manager (per season)	3.5%

The number of assistant coaching positions for any of the activities listed above will be determined from year to year by the administration in collaboration with the head coach and will be based upon situational needs and student participation levels. Each assistant coaching position filled will be paid the percentage indicated above.

ACTIVITY

HS Vocal Music	10%
HS Instrumental Music	12%
HS Debate	7%
HS Forensics	4.5%
HS Yearbook/Newspaper	5%
HS Drama (per production-limit 3)	4%
MS Vocal Music	4%
MS Instrumental Music	4%
MS Honors Choir	7%
MS AV Aide	4%
MS/HS Dept. Chairpersons (Dept. 3 or more FTE)	.5% per member
Homeless and Foster Liaison	4%
Mentor	2% per mentee
2. The following positions to be placed in a special category (based upon individual's regular contract).	
High School Counselor	4%
Middle School Counselor	4%
3. The following positions to be paid on the basis of the beginning B.A. salary schedule only. Do not consider experience as these positions are on a rotating basis.	

High School Positions

Student Government	3%
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Accompanist (per production-limit 2)	2%
Senior Class Advisor	3%
Junior Class Advisor	3%
Sophomore Class Advisor	2.5%
Freshman Class Advisor	2%
*Club Advisors (i.e., SADD, NHS, Key Club)	3%
*Academic Competition Coaches (i.e., Quiz Bowl, OM, Science Olympiad)	2%

Middle School Positions

Student Government	2%
Yearbook Advisor	2%
*Club Advisors (i.e., NJHS, Shock)	2%
*Academic Competition Coaches (i.e., Math Counts, OM, Science Olympiad)	2%

Elementary Positions

Elementary Schools Choir	3%
*Academic Competition Coaches (i.e., Math Counts, OM, Science Olympiad)	2%
Elementary Music	2%

*The number of club advisors/competition coaches as well as specific names of these clubs and competitions will be determined annually by administration in collaboration with staff. This determination will be based upon student participation levels and the finances available.

4. The following positions shall be paid on the hourly or class period rate as follows•

<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
\$27.50	\$27.50	\$27.50

Sub-teaching (emergency basis), Summer School, BRVS after the regular school day and evenings

5. For extra work, the teacher shall be entitled to appropriate additional professional compensation as follows:

Dances (HS & MS)	\$13.00 per dance
Game helpers	\$14.00 per game
Bus supervision for out-of-town trips	\$13.00 per trip
Lunch duty (all levels)	\$12.00/day plus lunch

6. Support for Apex courses will be on a voluntary basis a teacher may support an apex course. The teacher with approval by the building principal will log related work (type,

time, comments, etc.) and complete a timesheet in conjunction with the logged hours. Compensation will be per diem.

7. The inclusion of any position or function in the schedule for compensation for extra duties beyond the normal teaching load shall not be deemed to guarantee that such position or function shall remain in effect during the full duration of this Agreement. The Board may, at its discretion, remove or add such positions and functions as it shall deem advisable, provided that, when any position or function shall be added thereto by the Board, the appropriate compensation for such extra duty shall be established by mutual agreement between the Board and the Association. (The above shall be open to all qualified teachers in the system.)
Extra pay positions are non-tenure and reappointment is at the sole discretion of the Board.
8. All mileage reimbursement shall be at the IRS rate that is in effect as of July 1 for the following fiscal school year.
9. Any EA member interested in any Schedule B position should notify central office by the last working day of each year for the following year.

SCHEDULE C - INSURANCE PROTECTION

1. The Board shall provide to each member through the Michigan Education Special Services Association a fully paid Life, Long Term Disability, Dental and Vision for single, 2 person or full family coverage.

The above mentioned MESSA PAK to be provided the bargaining unit members is described as follows•

The Board's annual maximum for medical and Health Savings Account contributions combined will follow the increases as per state law dictates (PA 152). If the medical premium exceeds the PA 152 limits, no district contribution will be made to the health savings account if enrolled in a high deductible health plan. A health saving account is not allowed if employee enrolls in the Choices medical plan.

PAK A: For employees selecting health insurance

- Choice of 4 medical options listed below
- Long Term Disability 66 2/3%
\$5,000 Maximum
90 Calendar Days-Modified Fill
Maternity Coverage
Pre-existing Condition Waiver
Freeze on Offsets
Alcohol/Drug – 2 years
Mental/Nervous – same as any other illness
- Delta Dental Plan 100:90/90/90: \$2,500.00
With Adult Ortho
(\$1,500.00 max for Class I and II)
- Negotiated Life \$20,000 AD&D
- Vision VSP-3

or Plan B: For employees not needing health insurance

- Long Term Disability 66 2/3%
\$5,000 Maximum
90 Calendar Days-Modified Fill
Maternity Coverage
Pre-Existing Condition Waiver
Freeze on Offsets
Alcohol/Drug – 2 years
Mental/Nervous – same as any other illness
- Delta Dental Plan 100:90/90/90: \$2,500
With Adult Ortho
(\$1,500.00 Max for Class I and II)
- Negotiated Life \$30,000 AD&D

- Vision VSP-3
- Annuities and/or MESSA options \$400/\$500 per month, per paragraph 5 of this Article.

The Board shall provide the employee selected plan for the full twelve (12) month period for the bargaining unit member and his/her entire family. The employer shall sign an employer participation agreement.

Bargaining unit members not electing MESSA PAK - Plan A will select MESSA PAK - Plan B. Any contribution amounts exceeding the employer's subsidy shall be deducted from the individuals' payroll. An open enrollment period shall be provided whenever contribution subsidy amounts change for the groups.

2. The Board shall make payment of insurance premiums for all persons who complete their contractual obligation to assure insurance coverage for the full twelve-month period commencing September 1 and ending August 31, even though the teacher may not be returning the next school year. The open enrollment period shall be jointly established by the Board, the Association, and the insurance company, including opportunities for summer pre-enrollment and fall open enrollment. When necessary, premiums in behalf of the teachers shall be made retroactively or prospectively to assure uninterrupted participation and coverage. In instances where cost of coverage exceed amount of subsidy, the Board shall make provisions for excess to be payroll deductible.

In the event that a teacher is terminated or resigns during the school year, the insurance shall be continued until the teacher has received the pro-rated portion to the 12-month insurance year earned at the time of the termination or resignation.

3. When a teacher is granted a leave of absence due in part to illness, injury, or pregnancy, with intentions of returning to the system, the Board shall pay a proportional amount toward fringe benefits in relation to amount of time worked by said teacher.
4. In accordance with past practice, teachers assigned less than a full work load shall receive pro-rated fringe benefits if it is possible under the guidelines established by the insurance carrier.
5. The Board shall provide a cash option in lieu of health benefits. The cash amount shall be \$400/\$500 per month pending the number of Association members increases from the current level to 29. The Board shall formally adopt a qualified plan document which complies with section 125 of the Internal Revenue Code.

The amount of cash payment received may be applied by the Association member to a Tax-Deferred Annuity with annuity companies currently approved by the Board. To elect a Tax-Deferred Annuity, the Association member shall enter into a salary reduction agreement.

MESSA In-Network Plan Comparison - Effective 1/1/2022
Big Rapids Public Schools - 362E Teacher

	MESSA Choices \$500/\$1,000 10% 3-Tier Rx with Mandatory Mail	MESSA ABC Plan 1 \$1,400/\$2,800 HSA 0% MESSA ABC Rx	MESSA ABC Plan 1 \$1,400/\$2,800 HSA 20% 3-Tier Rx with Mandatory Mail	MESSA ABC Plan 2 \$2,000/\$4,000 HSA 10% 3-Tier Rx with Mandatory Mail
In-Network Cost Share After Deductible				
Deductible	\$500/\$1,000	\$1,400/\$2,800	\$1,400/\$2,800	\$2,000/\$4,000
Coinsurance	10%	0%	20%	10%
Blue Cross online visit copay/coinsurance	\$20	0%	20%	10%
Office visit copay/coinsurance	\$20	0%	20%	10%
Specialist visit copay/coinsurance	\$20	0%	20%	10%
Urgent care copay/coinsurance	\$25	0%	20%	10%
Emergency room copay/coinsurance	\$50	0%	20%	10%
Total out-of-pocket maximum	\$4,500/\$9,000	\$2,400/\$4,800	\$4,400/\$7,050	\$5,000/\$7,050

	MESSA Choices \$500/\$1,000 10% 3-Tier Rx with Mandatory Mail	MESSA ABC Plan 1 \$1,400/\$2,800 HSA 0% MESSA ABC Rx	MESSA ABC Plan 1 \$1,400/\$2,800 HSA 20% 3-Tier Rx with Mandatory Mail	MESSA ABC Plan 2 \$2,000/\$4,000 HSA 10% 3-Tier Rx with Mandatory Mail
Prescription Drugs	3-Tier Rx with Mandatory Mail	MESSA ABC Rx (after deductible)	3-Tier Rx with Mandatory Mail (after deductible)	3-Tier Rx with Mandatory Mail (after deductible)
34-day supply				
Generic drug	\$10	Free, \$2 or \$10	Free or \$10	Free or \$10
Preferred brand drug	20% coinsurance (\$40 min - \$80 max)	Free, \$20 or \$40	Free or 20% coinsurance (\$40 min - \$80 max)	Free or 20% coinsurance (\$40 min - \$80 max)
Non-preferred brand drug	20% coinsurance (\$60 min - \$100 max)		20% coinsurance (\$60 min - \$100 max)	20% coinsurance (\$60 min - \$100 max)
90-day supply				
Generic drug, Preferred brand drug, Non-preferred brand drug	2.5x copay of applicable 34-day supply; Only available via mail order	2x copay of applicable 34- day supply; Available via retail or mail order	2.5x copay of applicable 34-day supply; Only available via mail order	2.5x copay of applicable 34-day supply; Only available via mail order
Additional Rx Information				
Free preventive drug lists	Affordable Care Act (ACA) Free Preventive Drug Coverage	Affordable Care Act (ACA) Free Preventive Drug Coverage and the extended list of ABC Free Preventive Prescriptions; These are FREE before you pay your deductible	Affordable Care Act (ACA) Free Preventive Drug Coverage and the extended list of ABC Free Preventive Prescriptions; These are FREE before you pay your deductible	Affordable Care Act (ACA) Free Preventive Drug Coverage and the extended list of ABC Free Preventive Prescriptions; These are FREE before you pay your deductible

- For Saver Rx and ABC Rx, the reduced cost Generic drugs at \$2 and Brand Name drugs at \$20, include medications for Asthma, Diabetes, Coronary Artery Disease, High Blood Pressure and High Cholesterol

- The MESSA ABC Plan 1 deductible is subject to change each Jan. 1 to remain HSA-compatible according to IRS rules governing HSAs.


Appendix I

LETTER OF UNDERSTANDING FOR APEX CLASSES SCHOOL YEARS 2018-2021

The following is agreed upon by the BREA and Big Rapids School Board

The High School Apex classes scheduled during the regular school day will be supervised by a Non-BREA member. The purpose of this agreement is to best utilize professional resources by not scheduling BREA members to supervise Apex classes, but rather teach classes. It is not intended to permanently replace a BREA member with a Non-BREA member. This agreement is for the 2021-2022 school years only.

Agreed upon by:



Tim Haist, Superintendent, BRPS

8/14/18



Kathleen Murray, Chief Negotiator, BREA

8/14/18

Date

Date

CALENDARS AND CONFERENCES



2021-2022 Calendar

August

- 23 No School K-12- Professional Development
- 24 No School K-12- Professional Development
Open House:
Brookside – 5:00- 6:30PM
Riverview- 5:00-6:30PM
Middle School- 5:00-6:30PM
Virtual School- 5:00-6:30PM
High School Swing in- 4:00-5:30PM
- 25 Students First Day- **Blue Team** (Half day until 11:30AM)
- 26 Students First Day- **Red Team** (Half day until 11:30AM)

September

- 3 No School K-12
- 6 Labor Day- No School

October

- 6 HS, VS Evening Conferences- Full Day of School
- 22 No School K-12- Professional Development
- 27 MS Evening Conferences – Full Day of School

November

- 2 ELEM Evening Conferences- Full Day of School
- 3 Riverview Evening Conferences- Full Day of School
- 4 Brookside Evening Conferences- Full Day of School
- 15 No School K-12-
- 17 End of First Trimester
- 24-26 Thanksgiving Break – No School K-12
- 29 School Resumes

December

- 20 Holiday Break Begins – No School K-12

January

- 3 School Resumes
- 17 No School K-12- Professional Development
- 18 HS, BRVS Evening Conferences – Full Day of School
- 19 MS Evening Conferences – Full Day of School

February

- 18 No School K-12- Professional Development
- 21 President’s Day- No School K-12

March

- 4 End of Second Trimester
- 16 ELEM Evening Conference- Full Day of School
- 28 Spring Break Begins – No School K-12

April

- 4 School Resumes
- 14 MS Evening Conferences – Full Day of School
- 15 No School K-12-
- 20 HS, BRVS Evening Conferences- Full Day of School

May

- 6 No School K-12- Professional Development
- 30 Memorial Day – No School K-12

June

- 3 Students Last Day (Half day until 11:30AM),

NOTE: To comply with the State requirements for hours and days, inclement weather days past the first six days will be made up.

School Hours

Brookside & Riverview	7:55am- 3:20pm
Middle School	8:00am- 3:00pm
High School	8:10am- 3:01pm

School Information

Brookside Elementary – 210 Escott Ave (231) 796-8323
 Riverview Elementary – 509 Willow Ave. (231) 796-2550
 Big Rapids Middle School – 500 N. Warren Ave. (231) 796-9965
 Big Rapids High School – 21175 15 Mile Rd. (231) 796-7651
 Big Rapids Virtual School – 14980 215th Ave. (231) 796-3489

Transportation Dept. 796-5406

Conferences 2021-2022

October 6	High School/ BRVS	4:00-6:30PM
October 27	Middle School	4:00-7:00PM
November 2	RV/BS Elem	4:00-7:00PM
November 3	Riverview	4:00-7:00PM
November 4	Brookside	4:00-7:00PM
January 18	High School/BRVS	4:00-6:30PM
January 19	Middle School	4:00-7:00PM
March 16	RV/BS Elem	4:00-5:30PM
April 14	Middle School	4:00-7:00PM
April 20	High School/ BRVS	4:00-6:00PM

NOTE: Students attend school all day on the above dates.

LETTER OF AGREEMENT
APEX CLASSES
School Years 2022-2024


Big Rapids High School Apex classes scheduled during the regular school day will be supervised by a certified teacher hired by the District specifically for this position. This teacher will be a Big Rapids Education Association member and as such will receive the benefits and responsibilities of such, except for the following:

- The Apex teacher will not have a prep period as outlined in Article 6 of the Master Agreement.
- Class sizes will be kept at a reasonable level, but not according to Article 7 of the Master Agreement.

Agreed upon by:



Deb Tyson, Curriculum Director, BRPS



Date



Kathleen Murray, President, BREA



Date

LETTER OF UNDERSTANDING

USE OF PARAPROFESSIONALS AT BIG RAPIDS HIGH SCHOOL

School Year 2022-2023

In an effort to improve student learning, better utilize the paraprofessionals, and meet the needs of the overloaded classrooms as outlined in the Master Agreement between Big Rapids Education Association and the Board of Education, this letter of understanding is agreed upon.

- Classrooms that are overloaded according to Article 7 of the Master Agreement will have their needs met through the Instructional Support Center (ISC).
 - The ISC will be adequately staffed in order for it to be open for teachers' utilization during school hours. If needed to maintain adequate staffing, the District may have to hire substitute paraprofessionals and/or use the ELA or math interventionists or in-school suspension (ISS) supervisor.
 - Services provided by the ISC include, but are not limited to: copies, data entry, grading, reading tests, supervising make-up work, and working with small groups.
 - Teachers may request an in-class paraprofessional on days when assistance is needed. This is not intended to be a daily occurrence but when special circumstances, such as science labs, are scheduled.
- Other paraprofessionals will be dedicated to and properly trained for ELA and math interventions and in-school suspension.
 - The ELA Interventionist may provide support for Study Sync in the English classroom as needed. This includes being scheduled in specific classrooms each trimester.
 - The Math Interventionist may provide support for all math classes as needed. This includes being scheduled in specific classrooms each trimester.
 - The appropriate level paraprofessional should be cross-trained to the Media Center.
 - ISS supervisor will also provide support to the teachers by providing data entry and grading.
- At any time the paraprofessionals have "down" time, they are to report to the ISC or Principal for assignments.

This agreement will be monitored, reviewed, and adjusted throughout the school year.

Agreed upon by:



Deb Tyson, Curriculum Director, BRPS



Date



Kathleen Murray, President, BREA



Date

LETTER OF AGREEMENT
HIGH SCHOOL TEACHERS TEACHING DUAL ENROLLMENT CLASSES
School Years 2022-2024

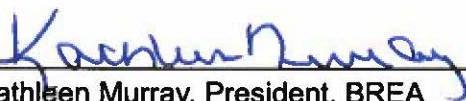
- Teaching a dual enrollment class or college credit class will be on a voluntary basis with a commitment by the teacher for one school year.
- The District shall follow the current contract and consider the teacher to be a full-time BREA/BRPS employee while teaching these classes.
- It is desirable to schedule the dual enrollment classes before or after school or during the volunteering teachers' prep period. Should this not be possible, the dual enrollment classes may be taught during the regular school day as part of the teacher(s) normal teaching load.
- If a teacher agrees to teach a dual enrollment class during their prep period, the teacher will be paid an overload and compensated at the rate of an adjunct instructor, not at the BRPS overload rate.
- The teacher(s) shall use the days in which the college class does not meet as "office hours". "Office hours" are defined as time in which the teacher is available to assist the students with coursework, coursework planning, and as make up for lost instructional time including inclement weather.
- Big Rapids High School will make every effort to keep class sizes reasonable while offering dual enrollment classes that are taught by BREA/BRPS teachers.

Agreed upon by:



Deb Tyson, Curriculum Director, BRPS

7-14-22
Date



Kathleen Murray, President, BREA

7/18/22
Date

Appendix 4

BIG RAPIDS EDUCATION ASSOCIATION

APPLICATION FOR SICK LEAVE BANK

Name of Applicant: _____

Home Address: _____

Home telephone: _____

School: _____ Date of Application: _____

Number of Day Requested: _____

Reason for Request (Summary of Illness by Physician): _____

Signature of Physician: _____ Date: _____

Signature of Applicant: _____ Date: _____

Request Received by: _____ Date: _____

Approved or Denied? Reason: _____

PAYBACK AGREEMENT (to be completed upon approval of request)

I agree to repay the sick bank a total of _____ days or the days utilized. Starting September of the _____ school year, at a rate of 3 days per year until all days are repaid.

In the event that I leave the school district before the total repayment is made. I agree Big Rapids Public Schools will deduct an amount equal to the number of unpaid sick leave days times my daily salary from my final pay check.

Applicant Signature: _____ Date: _____

APPENDIX 5

The Board will implement and maintain a method of compensation for teachers that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation under MCL 380.1250

ARTICLE 17

DURATION OF AGREEMENT

The duration of this agreement will be from August 16, 2021, through August 15, 2024. During the duration of this agreement, articles may be reopened only by mutual consent of both parties.

This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

Retroactivity will apply to all parts, sections, sub-sections, appendices, and articles of the Agreement.

For the Board of Education of Big Rapids Public Schools, Mecosta and Newaygo Counties, Michigan

For the Big Rapids Education Association

by Deb Tyson
Deb Tyson, Lead Negotiator
Director of Human Resources and Curriculum

by Kathleen Murray
Kathleen Murray, Chief Negotiator
BREA President

by Tim Haist
Tim Haist, Superintendent

by Tina Mills
Tina Mills, Director of Finance

by Michelle Rasmussen
Michelle Rasmussen, Board President

Dated 8-4-22

Dated 8-4-22

