

MASTER AGREEMENT

Chippewa Hills Board of Education / Chippewa Hills Education Association

2022 - 2024

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PREAMBLE

The Board and the Association recognize and declare that providing a quality education for the children of the Chippewa Hills School District is their mutual aim.

This Agreement entered into this 1st day of January, 2022, by and between the Board of Education of the Chippewa Hills School District (hereinafter called "Board") and the Chippewa Hills Education Association, MEA/NEA (hereinafter called "Association").

Whereas the Board of Education has the statutory obligation pursuant to Act 336 of Public Acts of 1947, as amended, to negotiate with the Association with respect to rates of pay, wages, hours of employment or other conditions of employment for the bargaining unit hereinafter specified and the parties through their negotiators and good faith have reached the understanding pursuant thereto, now desire to execute this contract covering such agreement.

ARTICLE 1 - RECOGNITION

- A. The Board recognizes the Association as the exclusive bargaining representative for all certified K-12 teaching personnel, Mosaic School teaching staff, counselors, school to work and other certified and/or degreed personnel who may be added whether under contract, on leave, or to be employed by the Board; excluding there from: substitute teachers; supervisors such as, but not necessarily limited to: the superintendent of schools, administrative assistants, business manager, principals and assistant principals; and all other employees of the Board including those employed through federal programs that work in schools outside of the district (i.e. private schools).
- B. The term "member/teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit defined above. Within this Agreement, material and provisions referring to K-12 teachers shall apply only to K-12 bargaining unit members. Similarly, provisions referring to Mosaic School teachers shall apply only to bargaining unit members assigned to Mosaic School.
- C. The Board agrees not to negotiate with any teachers' organization other than the Association for the above described bargaining unit for the duration of this Agreement.

ARTICLE 2 - ASSOCIATION AND TEACHER RIGHTS

- A. The Board and the Association agree that they will not discriminate against any teacher with respect to membership in the Association, participation in any lawful activities of the Association or collective professional negotiations with the Board, or institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. The Chippewa Hills Education Association and its officers shall have the right to schedule the reasonable use of school buildings at all reasonable hours for meetings. Room reservations shall be cleared with the administration at least two (2) days in advance.
- C. Duly authorized members of the Association shall have the right to use district equipment and electronic resources as available.
- D. 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 each school building. The Association may have access to teacher mail boxes for communication to teachers. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises.
- E. The parties agree to make available to one another, in response to all reasonable requests from time to time, available public information, and such other available information as is necessary to process a grievance pursuant to this contract, except that information which may be considered confidential (or otherwise properly exempt from disclosure), and such information necessary for collective bargaining.
- F. The Board shall give the president of the Association written notification of changes of existing Board policy or adoption of new policies which affect teachers' wages, hours or working conditions within fifteen (15) days of final adoption.
- G. On any new construction programs which are proposed or under consideration, the Association shall be given opportunities to make suggestions to the Board of Education prior to adoption.
- H. The provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied in a manner which is not arbitrary, capricious or discriminatory and without regard to race, creed, religion, color, national origin, age, gender, sexual orientation, disability and/or marital status.

- I. Pursuant to Section 1526 of the School Code, each probationary teacher must be assigned to a master teacher who shall serve as a mentor to the probationary teacher. The mentor shall be assigned by the building principal, in collaboration with the association building representative, to every beginning teacher upon entrance of the teacher into the system. The mentor teacher, insofar as possible, shall be a tenure teacher with a minimum of five (5) years teaching experience and shall be engaged in teaching within the same building, grade or discipline as the beginning teacher. Participation as a mentor teacher shall be voluntary. It shall be the duty of the mentor to assist and counsel the beginning teacher in acclimating to the teaching profession and the school system. The mentor shall not be involved in the evaluation of the beginning teacher, neither shall the beginning teacher be asked to evaluate the mentor.
- J. A teacher has the right, upon request, to have present a representative of the Association when the teacher is being disciplined and where that discipline will become a part of the teacher's personnel record.
- K. A teacher engaged during the school day in negotiating in behalf of the Association with any representative of the Board, or participating in any professional grievance negotiation, including arbitration or appearance in court, shall be released from regular duties without loss of salary or leave time.

ARTICLE 3 - RIGHTS OF THE BOARD

The employer, on its own behalf and on behalf of the electors of the school 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 rights:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the school related activities of its employees;

ARTICLE 4 - PAYROLL DEDUCTIONS

- A. Upon appropriate written authorization from the member, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, United Fund, or any other plans or programs approved jointly by the Association and the Board.
- B. Authorization for deduction for annuities may be submitted once quarterly (9/1, 12/1, 3/1, 6/1).
- C. Available annuities are listed in Schedule C. Additional annuity companies may be added upon mutual agreement by the Board and the Association and on the further condition that there are at least three (3) participants. Bargaining unit members enrolling in the added companies will be subject to a service charge agreed upon by the Board and the Association.
- D. Such authorized deductions shall continue in effect until such authorization is formally revoked by the teacher in writing.

ARTICLE 5 - TEACHING HOURS AND CLASS LOAD

- A. Working Hours:

- 1. K-12 Program.

Working hours for all teachers are equal. They begin when the teacher reports for duty in his/her building and ends when the teacher may leave his/her building.

The regular work day of the teacher will be seven hours and thirty minutes.

Elementary students shall be provided with at least one (1) fifteen (15) minute recess period per day. This time will be used for teacher preparation time unless compensated and voluntary on the part of the teacher.

In the event that the building principal cancels outdoor recess, the principal may require an appropriate number of elementary teachers to assist in supervision of students while on recess break indoors. In making such assignments, the building principal shall attempt to place students within the building so as to minimize the number of teachers required to safely supervise them. In addition, the building principal shall rotate such assignments among the staff as equitably as possible.

When special circumstances occur within any curricular area, the administration and the CHEA president and/or designee shall meet to establish any deviation from the established working hours above. The teacher's working hours will remain equivalent to the rest of the bargaining unit.

2. Mosaic Alternative Education Program

Working hours for Mosaic School teachers will be established by the administration prior to the start of each semester, based on class schedules. If a staff member is assigned to teach AM classes, that person will not be required to teach a night class on the same day, but may voluntarily accept such an assignment. This provision shall not prohibit assignment of a teacher to both afternoon and night classes on the same day.

- B. The building administration, in collaboration with the faculty and CHEA representative(s), shall develop recommended building time schedules designating class periods/blocks, passing times, lunch periods, and teacher report and ending times. All building time schedules must meet required days and hours of instruction so that the district receives full foundation allowances and other appropriations based on student instruction time. Collaboration between the intermediate and high school faculties and administration may be necessary. Collaboration between all elementary schools will be necessary to ensure instructional time, preparation time, and non-duty time will be consistent in all elementary buildings.

Conflicts not settled at the building level will be presented to the Superintendent and the CHEA president and/or designee to finalize

- C. In the event that a situation arises where the school program will benefit, teacher report and leave time and the student classroom day commencement and termination time shall be adjusted. This will not lengthen the teacher work day without a negotiated agreement between the Board and the Association.
 - D. Secondary teachers in the intermediate and high school, except for guidance counselors, shall receive an unassigned preparation period equal to a teaching period to be used for class preparation on each day that students are in attendance and receiving instruction. The board or its designee(s) will meet with the faculty and/or negotiating team when discussing changes that affect the number of teaching periods and/or term format. Reasonable efforts shall be made by the administration in scheduling assignments to minimize the number of teachers to be assigned more than three (3) different preparations. Because of the special nature of the librarian, social worker, school nurse and guidance counselor, the foregoing will not apply. For internal substitute teaching purposes only, the librarian shall be considered to have one preparation period per day. Assignment to a supervised study period shall be considered a teaching period for the purposes of this Article.
1. Elementary teachers shall receive no less than 150 minutes preparation time per week. One hundred twenty-five (125) minutes of said time shall be in five (5) blocks of no less than twenty-five (25) consecutive minutes each block in a normal week. Elementary faculty and administrators will collaborate to create additional opportunities for preparation time, not exceeding 30 minutes per week. This time shall be free from student supervisory responsibilities.

Elementary teachers may use all times that they are free from student assignments, such as, but not limited to: (1) student

recess periods; (2) before/after student instruction (when student supervisory responsibilities have been completed); and (3) when students are being instructed by specialists (i.e. art, music, P.E. or other programs added in the future) as preparation time, provided that the State of Michigan specified instruction hours are met for all elementary students in their classroom.

2. Whenever possible, elementary music, foreign language or physical education teachers shall be regularly assigned for music, foreign language or physical education class, the pupils from only one (1) section. Exceptions shall be with the consent of the music, foreign language or physical education teacher.
 3. Mosaic School teachers shall receive no less than 110 minutes preparation per week.
- E. All K-12 teachers will be entitled to a minimum of thirty (30) minutes for a duty free lunch period.
- F. Teachers shall be expected to attend meetings called by the administration before and/or after regular school hours. These meetings are not to exceed 2.5 hours monthly. Meeting dates will be set prior to the end of the first full week of school in collaboration with the staff and administration. In the event of an emergency, meetings called will not be included in the 2.5 hours of monthly meeting time. Teachers missing monthly meetings will be expected to make up that content as arranged by the building principal.
- G. No K-12 teacher shall be involuntarily regularly assigned lunch time supervision unless all other available members of the teaching staff have refused to volunteer for such assignment. If a K-12 teacher is assigned lunch time supervision, then he/she shall be compensated at the rate specified in Schedule B for performance of this duty. Provided that if any person regularly assigned to such lunch time supervision shall not perform such duties to the satisfaction of the building principal, the principal may reassign said person to a teaching assignment, and assign another staff member to lunch time supervision.

ARTICLE 6 - SPECIAL STUDENTS (Does not apply to Mosaic School Teachers)

- A. The parties recognize that children having special physical, mental, and emotional problems and learning disabilities may require the attention of specialists. If teachers believe that such students are assigned to their classroom, they shall consult with their building principal regarding diagnostic referral pursuant to provisions of P.A. 198 of 1971, as revised.
- B. The administration shall make reasonable efforts to avoid inequitable disparities in assigning mainstreamed students to regular classrooms. Each student shall be assigned to a regular classroom for attendance purposes. Mainstreamed students shall be counted on an FTE (full time equated) basis for purposes of determining overload compensation and/or aide time as designated in Article 7 Paragraph A Section 1.a. and Article 7 Paragraph A Section 1.c. FTE shall be computed using the following formula:
- a. $FTE = \text{number of minutes a student is in a classroom} / 195 \text{ minutes}$; full time student = 1.
 - i. For Example:
If a special student is in a classroom 4 hours, the calculation would be as follows:
 $240 / 195 = 1.2 \text{ students (FTE)}$
- C. Where the district obtains deviation(s) from Michigan Department of Education Special Education Rules, the Association shall be apprised of such necessity prior to the pursuit of deviations. If the district obtains a deviation from Michigan Department of Education Rules pertaining to caseloads and enrollment in special education categorical or resource rooms, the teacher shall be compensated at \$2.33 per day for each student on the teacher's class load above the maximum in the Michigan Department of Education deviation.
- D. The parties acknowledge that the policy of least restrictive environment is legally mandated. They also recognize that the extent to which any eligible student with disabilities should participate in regular education programs and services involves

consideration of that student's unique needs as determined by an Individual Educational Planning Committee (IEPC). All teachers recognize and accept the responsibilities of attending IEPC meetings.

- E. If delivery of related school health services is necessary to provide a student with a free appropriate public education, as mandated by the Individuals with Disabilities Education Act, those functions shall be performed by a qualified person. No bargaining unit member shall be required to provide school health services for any student, except in emergency circumstances.
- F. Where mandated school health services are necessary to maintain a student in an educational setting, training will be provided to each teacher prior to the placement of that special education pupil in the teacher's room. This training shall include an explanation of procedure(s) for delivery of the school health service, identification of the appropriate persons to whom performance of that function may be permissibly delegated, the extent and availability of supervision for performance of the procedures and the authority for alteration, modification or termination of the procedures.

ARTICLE 7 - CLASS SIZE

The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and 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.

Because the Board of Education has the statutory duty to educate all children enrolled in the school district and because the student-teacher ratio is an important aspect of an educational program and because the number of students a teacher is required to instruct has direct bearing upon the amount of work required of the individual teacher, the parties agree that the size of the individual classes shall be given careful consideration and any inequities adjusted upon the request of the teacher, if economically and educationally feasible and desirable.

- A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size shall meet the following standards:
 - 1. Elementary (grades K-4)
 - a. The suggested class size for K-3, shall be twenty-five (25) students per class.
 - b. The suggested class size for 4, shall be twenty-seven (27) students per class.
 - c. Whenever the suggested maximum is exceeded, the teacher shall be compensated \$2.33 for each student above the maximum.
 - d. Overloads will be paid two times a year.
 - e. The first half of the year will end on the last Friday in January.
 - f. Requests to be paid must be turned in two (2) weeks after the last Friday in January and one (1) week after the last day of school.
 - g. Payments will be made within two (2) weeks of the above referenced times.
 - h. The administration shall equalize the class size within grade levels in the buildings after consulting with the teacher and whenever possible.
 - i. Combination rooms shall only exist in grades 1-4. Compensation for the teacher of the combination room shall be \$6000 per year.
 - 2. Intermediate School (grades 5-8)

An average of 30 students per period per day, excluding study hall, music (performing groups), shall be the suggested maximum. In the event the suggested maximum is exceeded by 3 students or more, the class loads shall be equalized whenever possible.
 - 3. High School (grades 9-12)

An average of 30 students per period per day, excluding study hall, music (performing groups), shall be the suggested maximum. In the event the suggested maximum is exceeded by 3 students or more, the class loads shall be equalized whenever possible.

In scheduling enrollment in industrial and practical arts classes, the administration shall give due consideration to the number of teaching stations available.

The administration will make reasonable efforts to avoid inequitable disparities in student class load, subject to reasonable accommodation of student class selections.

4. Mosaic School

The suggested maximum class lists shall be:

- a. High School - 25
- b. JH (IS) - 16

The administration will make reasonable efforts to avoid disparities in student loads, considering student needs and staff certification and qualifications.

B. The Board and the Association shall work together in an effort to provide the following working conditions and services:

1. To provide in each building, the following materials and conditions:

Teacher reference materials, duplication facilities, closets, presentation boards, teacher's texts, electronic resources as available and all other materials that the Board deems necessary for normal instruction.

2. K-12 teachers shall be relieved, to the best ability possible, of cafeteria, playground, custodial, bus duty, and similar non-professional responsibilities.

3. To make available in each school where K-12 teachers are assigned adequate lunchroom and restroom facilities and at least one room, which shall be reserved for use as a faculty room. Provision for such facilities will be made in all future buildings.

C. Under no conditions shall a teacher be required to drive a school bus.

D. Electronic resources as available shall be made available to teachers for their responsible use.

E. Substitute teachers will be provided with lesson plans for the day by the classroom teacher so that normal classroom activity can continue.

F. Parking facilities shall be provided and maintained for teacher use.

G. Each teacher shall maintain with the office of the superintendent of schools and the building principal, the current correct address and phone number which may be used to contact them in emergency matters while they are in the employ of the school district.

H. All teachers are covered by Michigan Workers' Disability Compensation Act. Accidents and injuries are to be reported to the employee's supervisor as soon as possible. Employer liability shall be in accordance with the law.

I. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health or safety. Teachers shall immediately notify their immediate supervisor of any allegedly unsafe or hazardous conditions.

J. Libraries and computer labs will be open for student use during all student attendance days of the school year.

- K. Teachers shall provide discipline and supervision over those students in their charge and assume responsibility for the maintenance of order among all students within their sphere of effective control while in performance of their employment, especially immediately before and after school and between classes.

ARTICLE 8 - CURRICULUM

The Board recognizes the importance of teacher involvement in the alignment, review and selection of curriculum and the related resources to meet the standards within that curriculum. The district will follow the collaboratively developed MTSS alignment/review/selection process for all curricular and related resources choices to be presented to the Board of Education for consideration. Considerations will be made based on an identified need and research-based recommendations. It is recognized that the Board of Education has the final decision making authority with regard to curriculum and resource selection, but the Board realizes the value of working through the MTSS process that creates staff input and support and should not arbitrarily deny reasonable requests that receive support through the recommending individual/team, alignment/review team data and granted district team support. It is also understood that the Board may make decisions based on financial limitations.

District Implementation Team membership shall include a Board of Education member, Superintendent, administrators, and teachers from each level, and the CHEA curriculum chair.

APPENDIX F: Overview of Effective Initiative Alignment, Review, & Selection Process

APPENDIX G: Alignment Process for CHSD

APPENDIX H: Initiative and Innovation Review & Selection Process for CHSD

ARTICLE 9 - QUALIFICATIONS AND ASSIGNMENTS

- A. The Board intends to employ the best qualified persons available as teachers in its school system.
- B. Since pupils are entitled to be taught by teachers who are working within their area of competence, teachers shall not be assigned outside the scope of their teaching certificates (for those assignments requiring a teacher certificate) and their qualifications. The parties recognize that, in specified circumstances, the Revised School Code enables the Board to hire and retain non-certificated professionals for specified assignments.

Additionally, the parties recognize that the Michigan Department of Education has traditionally allowed some latitude in the assignment of alternative education teachers to subject areas outside of their certificate endorsements and that bargaining unit members at the Mosaic School may be assigned, when deemed appropriate by the Board, in accordance with those standards.

In addition to possessing the required certification for an assignment as specified above, teachers must be qualified to be appointed to or retain an assignment. For purposes of this Agreement, the term "qualified" shall mean:

1. holding a major or minor appropriate to the subject areas or grades of assignment; and
2. meeting all applicable standards for a highly qualified teacher under ESSA.

No provision of this Agreement shall be construed or applied to prevent the Board from taking required actions to implement the ESSA. The parties declare their intent to construe, interpret and apply this Agreement to ensure full implementation of all ESSA regulations.

- C. Any instructional assignments in addition to the normal teaching schedule during the regular school year, shall not be obligatory, but be done as follows: assignment(s) will be offered to teachers regularly employed in the district based upon current schedule, certification/qualification, building, and seniority. Compensation for additional teaching assignments will be paid 7% per trimester utilizing the step 1 BA rate on the 2022 new scale.

ARTICLE 10 - VACANCIES, PROMOTIONS AND TRANSFERS

- A. Beginning in the 2009-2010 school year, any teacher who shall be transferred to supervisory or executive position and shall later return to a teacher status shall be placed on the same step of the salary schedule as when the teacher left.
- B. Position exchanges between bargaining unit members are possible under the following conditions:
 - 1. Both teachers have the proper credentials for the positions involved.
 - 2. Both teachers must agree to the exchange.
 - 3. The superintendent must agree to the exchange.
 - 4. The positions involved will not be considered vacancies and will not be posted.
 - 5. Position exchanges will be for one year and may be extended for an additional year by mutual agreement of the teachers.
 - 6. The superintendent must agree to the extension.
 - 7. Teachers who participate in an exchange shall retain their right of reassignment to the grade level previously held at the first opportunity.
 - 8. The provisions of Article 9, Paragraph B apply.
 - 9. Schedule B positions are not subject to this paragraph.
 - 10. Position exchanges may only occur between two K-12 teachers or between two Mosaic School teachers, not between K-12 and Mosaic School teachers.
- C. All teachers must be certified and qualified for all classes within their assignment.

ARTICLE 11 - ILLNESS OR DISABILITY

- A. Sick leave may be earned in the following manner:
 - 1. Probationary teachers on steps 1 or 2 shall be credited with ten (10) days per school year.
 - 2. Probationary teachers on step 3 or 4 shall be credited with fifteen (15) days per school year.
 - 3. Tenure teachers shall be credited with fifteen (15) days per school year.
 - 4. If a probationary teacher terminates service before the end of his/her contract term, a deduction will be made for all sick leave used in excess of one (1) day per month. If a tenure teacher, the deduction will be for all sick leave used in excess of two (2) days per month. This deduction will equal the per diem of the teacher's salary.
- B. 1. Sick leave shall be credited on the initial day of employment each year. Sick leave shall accumulate to a maximum of 120 days.

All teachers who at the end of any given academic year, have accumulated in excess of 120 days as of July 1, shall be reimbursed for each day over 120 days, at the rate of \$50.00 per day and their balance corrected to 120 days.

- 2. Retirement benefit - Any teacher eligible under State of Michigan law to retire and who does so shall be reimbursed for each accumulated day of sick leave as of the effective day of retirement at \$50.00 per day.
 - a. All retiring teachers eligible for reimbursement under Paragraph B, Section 2 above, shall choose one of the following options for receipt of the reimbursement amounts for which they are eligible:

Option 1: The teacher shall be paid the reimbursement amount in a lump sum.

Option 2: Upon exhaustion of the contractually provided health care benefits, the Board shall provide, without cost, MESSA Choices II for the teacher's entire family until the amount for which the teacher is entitled to reimbursement under Paragraph B, Section 2 has been exhausted.

- b. Teachers retiring under the Universal Buy-In provision may elect to be reimbursed \$65.00 per day for each accumulated day of sick leave as of the effective day of retirement when offered.
3. If any teacher dies while in the service to the Chippewa Hills School District, an amount of \$50.00 per day shall be paid to the teacher's heirs-at-law.
- C. Sick leave may be utilized for personal illness, personal injury, and illness or death in the teacher's immediate family. Immediate family is defined as the following relatives of the teacher or teacher's spouse: spouse, children or stepchildren, parents or stepparents, brothers or stepbrothers, sisters or stepsisters, grandparents or grandchildren, parents-in-law, and daughters- or sons-in-law, brothers-in-law and sisters-in-law, and an individual living with the teacher on a non-commercial basis. All unused sick days shall be noted on each paycheck. Sick leave shall not be deducted for school sponsored or related activities.
1. Prolonged disability - A prolonged disability shall be defined as absence from work for five (5) consecutive days or more. Any teacher shall notify the building principal upon the determination that the period of absence will be five or more days so that further arrangements may be made with the substitute to assure better continuity of education. The notice shall contain the anticipated number of days absent. Changes therefrom may be made only after a written doctor's notice of ability to return at least one day in advance of return.
 2. Anticipated prolonged disability - Any teacher who can anticipate prolonged disability (such as scheduled surgery, other confinement to home or hospital including maternity) shall notify the building principal in writing as soon as possible. The notification shall contain the projected dates of confinement. It is understood that use of sick leave shall be only for the duration of the actual incapacity and the Board reserves the right of written verification from a physician. In cases of childbirth, notification shall be at least thirty (30) calendar days in advance of the projected period of confinement.
- D. Teachers are responsible for notifying the designated office absence reporting number or designee no later than one hour and thirty minutes before scheduled reporting time to report the use of a sick leave day. Every effort should be made to do so. If this is impossible, the teacher should call the building principal. If a teacher knows the absence will be extended another day or more, the building principal shall be notified before the school day ends.
- E. A teacher who is unable to perform an assigned function due to personal illness or injury and who has exhausted all accumulated sick leave, may be granted a leave of absence for the remainder of the school year at the teacher's request. This may be extended at the discretion of the Board.
- F. Sick leave bank - At the beginning of each school year an open enrollment period which coincides with the insurance open enrollment period, shall be made available for teachers to enroll in the sick leave bank. For the purpose of this provision, sick leave is defined as time needed away from the job because of illness. New teachers hired after the open enrollment period shall have thirty (30) calendar days to enroll in the bank. Each teacher enrolling in the bank will contribute one (1) day of sick leave to the bank.

Teachers opting to not enroll in the sick leave bank during the open enrollment period or within thirty (30) calendar days of their hiring shall be denied membership to the bank for the duration of that school year.

Members opting to terminate their membership in the sick leave bank may do so only during the open enrollment period. Days contributed by the member withdrawing shall remain in the bank.

Members borrowing sick leave days from the bank will be required to repay those days. Full-time employees will be required to repay those days within a minimum of five (5) days per year until all days borrowed from the bank are repaid. Less than full-time employees will be required to repay those days at the appropriate prorated minimum per year until all days borrowed from the bank are repaid. Payback will be made at the onset of the school year subsequent to the year that the days were borrowed.

Currently employed teachers are required to pay back days they borrowed from the sick leave bank.

During the annual open enrollment period, a bargaining unit member who is a member of the sick leave bank may donate up to five (5) accumulated sick leave days to the credit of another bargaining unit member who borrowed day(s) from the sick leave bank in the immediately preceding school year and who has not repaid those days, under the following conditions:

1. The total number of donated days cannot exceed five (5) per donating member per school year.
2. The total number of days received through donation by a bargaining unit member cannot exceed one-half the number of days borrowed and not repaid by that individual. If there are more donors for an individual than this limit, donations will be taken in inverse order of seniority among the donor members.
3. The donating member will have his/her accumulated sick leave debited for the day donated and the receiving member will receive a credit for the donated day(s). That credit will then be applied against the days borrowed from the sick leave bank.
4. Donations may only be made for days borrowed in the immediately preceding school year and which remain in arrears in the next following school year.

Members who have not repaid the days borrowed from the sick leave bank and are requesting to terminate their membership in the bank, shall be obligated to repay those days at the appropriate minimum rate until all days borrowed are repaid.

Teachers, including those filling temporary vacancies, who elect to become members of the sick leave bank, borrow days from the bank, and terminate their employment with the Chippewa Hills School District before all days borrowed from the bank are repaid, shall have their per diem pay withheld for all days not repaid. The sick leave bank shall be credited with these repaid days.

Other teachers may, on behalf of the borrowing member who is terminating employment, repay the sick leave days. In this situation, intent to repay the days borrowed, on behalf of the teacher terminating employment, must be submitted in writing to the superintendent's office and the sick leave bank committee within five (5) calendar days of the submission of the teacher's resignation.

When the sick leave bank is depleted to 100 days members will contribute one (1) day of their sick leave. Necessary additions will be made at the beginning of each school year, and are to be made after all repayments have occurred.

The sick leave bank will be administered by a committee composed of three (3) teachers from the Association's executive board and two (2) administrators appointed by the superintendent.

The committee shall adopt and publish guidelines prior to distributing sick leave days from the bank.

If there is a question as to the length of time necessary for convalescence or the teacher's ability to return to work, a Board-appointed physician paid by the Board will determine the extent of the convalescence or ability to return to work.

Decisions and actions of the committee shall be final and not subject to the grievance procedure.

- G. Three (3) days of a teacher's sick leave may be used per year for personal leave. If the days are not used for personal leave, then they shall accumulate as sick leave. Personal leave may be taken 1/2 day at a time if a substitute teacher is available.
- H. Personal leave shall be granted to a teacher by the superintendent. Granting such leave shall not be unreasonably withheld, provided that the administration may restrict the number of personal leave days granted on any particular day on the basis of anticipated availability of adequate substitutes or because of a negative impact on the educational program.
- I. The first seven (7) bargaining unit members that apply to extend any school holiday, vacation or recess period shall be granted not more than one (1) day of personal leave. Personal leave shall not otherwise be used to extend a school holiday, vacation or recess period. The application to use personal leave to extend a school holiday, vacation or recess period shall be submitted to the Superintendent not less than five (5) school days in advance of the day(s) on which leave will be used. The central office shall date stamp the applications and any more than one (1) received on the same day shall be ordered by seniority.

Twenty-four (24) hours advance written notice must be submitted to the superintendent or designee when requesting the use of the above listed leave, except when an emergency situation dictates otherwise.

- J. There will be no loss of leave days or pay to teachers who prearrange sick leave or personal leave days when schools are closed because of inclement weather.
- K.
 - 1. Teachers absent from duty because of death of a member of the immediate family or a relative with whom they may at the time be living, may draw a regular salary not to exceed three (3) days per occurrence. These days are independent of sick leave days and are not cumulative. If necessary, the provisions of Article 11, Paragraph A may be used.
 - 2. The term "immediate family" for purposes of this Paragraph K shall be defined as in Article 11, Paragraph C. Notification for leave for a funeral is expected as soon as practicable.
 - 3. Teachers may use sick leave to attend a funeral of a person not in the immediate family, unless the teacher's classes are covered by other teachers. In that case, no leave days would be used.
- L. A pregnant teacher may commence unpaid maternity leave at her option, any time after confirmation of pregnancy by her doctor. The Board of Education desires the beginning and ending date to correspond as nearly as possible with the beginning and ending of a school year or semester.

In the event of miscarriage or death of the object child of the leave, the leave of absence may be terminated by the Board, upon the request of the teacher. For seniority and salary schedule purposes, the teacher shall be given credit for a full semester during the time said leave was granted. The granting of such leave will in no way interrupt seniority and rights attendant thereto.

If a teacher chooses to treat the delivery of her child as a temporary disability and use sick leave during her absence from school, she must have her physician's statement of fitness to return to work or the teacher may at that time choose to go on unpaid leave.

The parties expressly agree that the terms of this maternity leave provision shall be subject to federal law and guidelines.

- M. The employer shall pay to any teacher the difference between the teacher's salary and benefits received under the Michigan Workers' Compensation Act for the duration of absence due to injury or illness incurred in the course of the teacher's employment, provided that the teacher's sick leave days shall be charged on a pro rata basis, until the teacher's sick leave is exhausted, at which time such payments shall terminate.

ARTICLE 12 - PROFESSIONAL, CIVIC, JURY AND ASSOCIATION LEAVE

- A. At the beginning of every school year, each teacher shall be credited with two (2) days to be used for the teacher's professional development. Additional days for professional development may be granted by the Superintendent at the request of the teacher. Professional development days must correlate to state regulations and school/district improvement plans, and be supported by funding within federal (i.e. Title IIA, Indian Education, etc.) or state grants. Professional development days shall be used for the purpose of:
1. Visitation to view other instructional techniques or programs
 2. Academic conferences, workshops, or seminars
 - a. A member's registration fee shall be paid provided ample time is given for processing payment upon approval of application.
 - b. Reimbursement of other expenses (travel, lodging, food, membership, etc.) shall be paid only if the administration has requested the teacher's attendance at the conference or if district or grant funds are available. All expense reimbursement is subject to prior administrator approval.
 - c. A school van is to be used if one is available. Mileage will not be paid for using a private vehicle if a van is available.
- B. Any teacher called for jury duty during school hours or who is subpoenaed to testify during school hours in any judicial or administrative matter, shall be paid their regular salary for such time spent on jury duty or giving testimony, without deduction from leave days. The teacher will remit any juror or witness fees received (exclusive of reimbursed expenses) to the district as a condition to salary continuation under this provision. If the teacher is released from jury duty and is able to report to their designated building by 11:30 a.m., they are required to return to work unless they choose to submit a ½ personal day or an equivalent amount of comp time leave. If the teacher is unable to return to their designated building by 11:30 a.m., they are not required to return to work.
- C. Any teacher called away from the classroom during the school day because of an emergency connected with a public service position held by the teacher (i.e. fire fighter, EMT) shall reimburse the district an amount equal to the compensation realized from the public service position for the performance of that duty. Leave time will not be deducted.
- D. Official delegates of the Association shall be entitled to attend official sessions of the Michigan Education Association Representative Assembly and other local, state or National Education Association business without loss of pay limited to a total of fifteen (15) teacher days per school year. The Association shall be responsible for paying the wages of the substitute (if one is necessary) for the last five (5) days.
- E. The Board shall provide up to ten (10) days per school year leave with pay for those teachers who are duly elected or appointed office holders in state and national professional and educational organizations.
- F. No more than seven (7) teachers shall utilize leave under Paragraphs D and E of this article on any one school session day.
- G. The district teaching staff shall meet as departmental/grade level teams twice a year with dates to be determined by the Chippewa Hills calendar. The agenda should include focus areas of professional learning, coaching, and data collection, analysis, and use.

ARTICLE 13 - SABBATICAL LEAVE

- A. The Board of Education may grant a sabbatical leave in accordance with the Revised School Code, as amended, provided the teacher shall submit to the Board of Education along with said application, a statement showing how the sabbatical leave will

fulfill the needs of the district and how it will improve the teacher applicant. As a general proposition, a sabbatical leave will not be granted unless the teacher can show to the Board of Education that the leave will serve to improve his/her abilities and increase his/her value to the school district through either formal study, research and/or writing and other activities which the Board may from time to time approve upon the recommendation of the superintendent.

Such applications shall be filed prior to May 1 of the preceding school year in order to be considered by the Board. The granting of such leave shall not be unreasonably withheld.

- B. A sabbatical leave granted by the Board of Education, shall be without pay and without accrual of benefits during the leave of absence. However, upon restoration to the teaching position and after filing a written report regarding the accomplishments made during the sabbatical leave (including any research which may have been written during said period of time) the teacher's former benefits shall be restored to the teacher and in addition thereto, the teacher shall be moved to the next step of the salary schedule, i.e., time off will be treated as though the teacher had taught in the district the previous year. The teacher shall have the obligation to file a written notice of intent to return with the Board of Education by March 1st of the school year in which sabbatical leave expires.

ARTICLE 14 - UNPAID LEAVE

- A. A leave of absence of up to one (1) year may be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other school districts, states, territories or countries; foreign or military teaching programs; the Peace Corps, Teacher Corps or Job Corps as a full time participant in such programs; or a cultural travel or work program related to professional responsibilities; provided said teacher states in writing, an intention to return to the system.
- B. A leave of absence of up to one (1) year may be granted to any teacher upon application, for the purpose of engaging in study at an accredited college or university reasonably related to professional responsibilities.
- C. A leave of absence of up to one (1) year may be granted upon application, for the purpose of serving as an officer of the Michigan Education Association or the National Education Association.
- D. A leave of absence of one (1) year may be granted to any teacher, upon application, for the purpose of campaigning for, or serving in, a public office.
- E. A leave of absence not to exceed one (1) year may be granted to any teacher for the purpose of child care.
- F. None of the above leaves shall be unreasonably withheld. A teacher on any of the above leaves shall state in writing by March 1st, an intention to request a renewal of the leave or to return to the school system or the teacher's position will be declared vacant. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as when the teacher was granted such leave.
- G. A military leave of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the armed forces of the United States. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as the teacher would have been had the teacher taught in the district during such period. Members of the bargaining unit who are placed on military leave and who subsequently qualify for schooling under the GI Bill may have their leave extended for a period of one (1) year. Application for such leave shall be filed within thirty (30) days from the official discharge date and shall be subsequent to proof of registration in a degree granting college or university.
- H. Up to three (3) unpaid days may be granted by the superintendent for any reason not listed above when the teacher presents extenuating circumstances supporting the leave request.

ARTICLE 15 - ACADEMIC FREEDOM

- A. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights and to instill appreciation of the values of the community served by the Chippewa Hills School District. It is recognized that these objectives can best be achieved in an atmosphere which promotes inquiry and learning.
- B. Academic freedom shall be guaranteed to teachers subject to the right of the district to establish the curriculum and to regulate implementation of the curriculum when legitimate pedagogical concerns exist. Limitations may accordingly be placed upon study, investigation, presenting and interpreting facts and ideas concerning the human race, human society, and physical and biological world and other branches of learning. In exercising academic freedom the teacher shall be cognizant of the intellectual and emotional maturity of the students as well as the special trust and responsibilities that attend the teacher-student relationship.

ARTICLE 16 - TEACHER EVALUATION AND PROGRESS

- A. In the event that the teacher feels the evaluation was incomplete or unjust, the teacher shall put any objections in writing and have them attached to the evaluation report to be placed in the teacher's personnel file
- B. A teacher shall have the right to review the contents of all records of the district pertaining to said teacher originating after original employment and to have a representative of the Association accompany the teacher in such review. The teacher may submit a written notation regarding any material in question. If the teacher believes that material to be placed in the teacher's file is inappropriate or in error, the teacher may receive adjustment, provided cause is shown, through the grievance procedure whereupon the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in the teacher's file, 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. A statement to this effect shall precede the teacher's signature.

All recommendations, written or oral, shall be based solely on the contents of the teacher's personnel file. The administration shall not be required to give a recommendation in the absence of an acceptable release in favor of the district and administrator signed by the teacher requesting the reference.

Each bargaining unit member should receive written notification of any materials, excluding materials of a standard operating procedure as required by the business office, being entered into his/her personnel file or any file that is subject to the Freedom of Information Act. In the event that an employee's file is FOIA'ed, the employee shall be notified of the district's receipt of the FOIA request. When the FOIA request is received during the school year, it will be communicated to the employee.. Upon request, the teacher and the Association will be given a copy of the FOIA request and an opportunity to meet with the superintendent (or designee) regarding the district's response to the FOIA request.

Each employee shall, within twenty (20) working days following notification of the material being entered into his/her file, have an opportunity to file a response thereto, and said response shall become a part of said file.

ARTICLE 17 - PROFESSIONAL BEHAVIOR

The Association recognizes that abuse of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance, profanity while students are present, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building. The Association will use its best efforts to correct breaches of professional behavior by any teacher if the Administrator or Board notifies the Association of such breaches.

Teachers will be allowed to possess second jobs outside of the school setting with other businesses, but will not be allowed to work those jobs or carry out associated business during regularly scheduled school hours.

ARTICLE 18 - PROFESSIONAL GRIEVANCE PROCEDURE

- A. A grievance is defined as an alleged violation of the express terms of this contract.
- B. The grievant may invoke the formal grievance procedure on the grievance form, signed by the grievant and an Association representative. A copy of the grievance form shall be delivered to the principal or supervisor. If the grievance involves more than one school building, it may be filed with the superintendent or a representative designated by the superintendent.
- The grievance must be filed within twenty (20) school days of its alleged occurrence. A "school day" shall mean a teacher work day during the regular school year. During the summer months, a "school day" shall mean Monday through Friday.
- C. Within five (5) school days of receipt of the grievance, the principal or supervisor shall meet with the Association in an attempt to resolve the grievance. The principal or supervisor shall indicate a disposition of the grievance, in writing, within five (5) school days of such meeting and shall furnish a copy thereof to the Association. A copy of the grievance and the disposition in writing shall be forwarded to the superintendent by the principal or supervisor.
- D. If the Association is not satisfied with the disposition of the grievance or if no disposition has been made within ten (10) school days from the date of the filing, whichever shall be later, the grievance shall be transmitted to the Superintendent. Within five (5) school days the Superintendent or designate shall meet with the Association on the grievance and shall indicate a disposition of the grievance, in writing, within five (5) school days of such meeting and shall furnish a copy thereof to the Association. The Association shall respond to the Superintendent's disposition within five (5) school days.
- E. If the Association is not satisfied with the disposition of the grievance by the superintendent or designate or if no disposition has been made within five (5) school days of such meeting, or ten (10) school days from the date of filing with the superintendent, whichever shall be later, the grievance shall be transmitted to the Board by filing a written copy thereof with the secretary of the Board and the superintendent or other designate of the Board at least ten (10) school days in advance of the next regularly scheduled Board meeting. No grievance need be heard at a Board meeting without such ten (10) school days advance filing, unless the Board shall waive said time limit. The superintendent shall notify the Association of the hearing date. Disposition of the grievance, in writing, by the Board, shall be made no later than fifteen (15) school days thereafter. A copy of such disposition shall be furnished to the Association.
- F. If the Association is not satisfied with the Board's disposition or if no disposition has been made within fifteen (15) school days of the Board hearing, the grievance may be submitted to arbitration before an impartial arbitrator. The demand for arbitration shall be made within fifteen (15) school days after the Board disposition or the deadline for the Board disposition, whichever comes first. If the parties cannot agree to the arbitrator within five (5) school days from the notification date that the arbitration will be pursued, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. The Board and the Association shall not be permitted to assert in such arbitration proceeding, any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement.
- G. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board and the Association, subject to the right of the Board and the Association to judicial review and any lawful decision of the arbitrator shall be forthwith placed into effect.
- H. Arbitration proceedings shall be subject to the following:
1. The cost of arbitration shall be shared equally by the parties. Each party shall assume its own cost of calling witnesses.

2. Time limits provided in this article shall be strictly observed but may be extended by a written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
3. Nothing contained herein shall be construed to prohibit an individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given an opportunity to be present at such adjustment.
4. Allegations of unfair labor practices listed below shall not be subject to binding arbitration:

Bad faith bargaining, reprisals for union activity, illegal assistance of a labor organization, interference with the internal operation of a labor organization and interference with the composition of a bargaining team.

- I. No matter may be withdrawn from arbitration except by mutual written consent.
- J. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall have no jurisdiction to act until the matter has been determined by the arbitrator to be within the arbitrator's jurisdiction, the decision to be made at the hearing. In the event that a case is appealed to the arbitrator on which the arbitrator has no power to rule, it shall be referred back to the parties without decision or recommendation on its merit.
- K. More than one grievance may not be considered by the arbitrator at the same time except on express written mutual consent and then only if they are of similar nature.
- L. If a teacher shall fail to act within the time limits specified in this article, or leave the employ of the Board, except where the remedy would benefit the grievant regardless of the grievant's employment, all further proceedings on a previously instituted grievance shall be barred.
- M. All preparation, filing, presentation or consideration of grievances shall be at times other than when a teacher or a participating Association representative are to be at their assigned duty stations.
- N. Where no wage loss has been caused by the action of the Board complained of, the Board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.
- O. Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or nonoccurrence of the event upon which the grievance is based. In no event, however, shall the settlement be earlier than thirty (30) days prior to the date on which the grievance is filed, except in cases involving wage loss.

ARTICLE 19 - MAINTENANCE OF STANDARDS/COMPLETION OF AGREEMENT

- A. The Board agrees that it will not unilaterally alter or decrease the wages, hours, and working conditions guaranteed by this Agreement during its term. Further, the Board agrees that it will treat all teachers in a substantially consistent manner.
- B. The duties of any teacher or the responsibilities of any position in the bargaining unit will not be substantially altered or increased without prior negotiations with the Association.
- C. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise

of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and agree that the other shall not be obligated to bargain collectively with respect to any subject matter referred to or covered in this Agreement and with respect to any subject or matter which was negotiated in the formation of this Agreement but upon which no agreement was reached unless both parties agree to do so. New issues not bargained before shall be subject to the bargaining process.

ARTICLE 20 - REDUCTION OF PERSONNEL

Laid off teachers are paid at the per diem rate established for substitutes and otherwise do not have rights as bargaining unit members while serving as a substitute.

Provisions for early retirement shall be made for the teacher who may wish to do so when offered, providing there is no conflict with established state retirement policies.

1. "Seniority" shall be defined as non-terminated years of employment in the school district. There shall be two seniority classifications under this Agreement, K-12 and Alternative Education. Accrued seniority shall not be transferred from one classification to another.
 - a. Leaves of absence shall not be considered termination; seniority date shall be either:
 1. Date of Board approval of the teacher's initial contract or
 2. Date of first day worked, whichever comes first.

In the event the above dates are identical, the selection will be by a random selection mutually agreed to by the Association and the Board.
 - b. A seniority list of all teachers (by classification) shall be prepared by the Board by November 1 and verified by the Association within not more than twenty (20) calendar days of its issuance. Any alleged errors in the seniority list may not be the basis of any grievance if not appealed within twenty (20) calendar days of the error's first appearance in the seniority list issued by the Board. The seniority list will also be distributed to all individual bargaining unit members during the objection period.
2. "Certification" for purposes of this Agreement, shall be determined as follows:
 - a. The areas which a teacher is certified to teach shall be those areas set forth on the individual's teaching certificate on file at the central office.
 - b. For the purpose of recall, the area which a teacher is certified to teach shall be those areas set forth on the individual's teaching certificate on file at the central office as of the date written notice of recall is sent.
 - c. It is the responsibility of each teacher in this bargaining unit to have on file at the central office a current teaching certificate from the Michigan Department of Education. It is further the responsibility of each teacher to make certain that their teacher certificate on file at the central office contains the proper and complete teaching endorsements to which the teacher is entitled.
 - d. It is the responsibility of the teacher, whether on layoff or employed, who received or is entitled to additional endorsement(s) on the teacher's teaching certificate, to take all necessary steps to have the teaching certificate updated at the central business office.

Laid off teachers who are recalled to fill vacant positions shall suffer no loss of experience factor or tenure granted by the district earned prior to layoff.

ARTICLE 21 - CONTINUITY OF OPERATIONS

- A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly, agrees that it will not, during the period of this Agreement, directly engage in or assist in any strike against the Chippewa Hills School District.
- B. Nothing in this article shall require the Board to keep schools open in the event of severe inclement weather or when otherwise prevented by an Act of God. When schools are closed, teachers shall not be required to report for work. Additionally, nothing shall require the Board to keep schools open in the event of a labor dispute with employees outside the bargaining unit. Teachers shall be paid for all such periods.

C. School Closure Language

- 1. Should existing interpretation by the State Board of Education/State Legislature dictate that school districts such as the Chippewa Hills School District, be required to make up time of instruction missed due to inclement weather or by an Act of God, or should the State Board of Education/ State Legislature penalize the Chippewa Hills School District for not making up such time, the first seven consecutive work days (Monday through Friday) following the school calendar last day of student instruction for that school year shall be made available for that purpose.

If the amount of instructional time required to be made up during a calendar year is six (6) days or less, the Board of Education will determine whether all or part of the instructional time will be made up. For each day beyond the first six (6) days required to be utilized for make up of instructional time, no additional teacher salary or increases in other benefits shall be incurred by the school district.

- 2. In the event that additional time beyond the aforementioned six (6) days are needed for the purpose of make- up of instructional time missed due to inclement weather or by an Act of God, the Board of Education and Chippewa Hills Education Association agree to enter into negotiations to formulate a plan of action and to negotiate any additional contractual obligations for that calendar year.
- 3. In the event year-end obligations are not met on the last staff instructional day, members may be required by the building administrator, at no additional expense to the school district, to return the next work day to complete those obligations.
- 4. The Board of Education and the Chippewa Hills Education Association will meet prior to May 1 of the affected calendar year to make necessary revisions in the school calendar.
- 5. Should changes in the present law affect the status of the Chippewa Hills School District as described in Paragraph C, Section 1, the Board of Education and the Chippewa Hills Education Association agree to enter into negotiations regarding the provision of Article 21, Paragraph C.

ARTICLE 22 - PROFESSIONAL COMPENSATION

- A. The basic salaries and insurance of teachers covered by this Agreement are set forth in the schedules which are attached to and incorporated in this Agreement.

- B. Teachers required in the course of their work or extra duty to drive personal automobiles from one school building to another, shall receive the IRS rate per mile. The same allowance shall be given for use of personal cars for other business of the district as approved by the superintendent's office.
- C. Each teacher shall have the option of receiving salary payments in twenty (20) equal pays or twenty-six (26) equal pays at two week intervals. The Board shall make every effort to have paychecks ready early when vacation periods begin on or before a payday. The teacher will notify the superintendent's office in writing by the end of the second (2nd) day of school if the twenty (20) pay schedule is desired. If not so notified, the pays will be on a twenty-six (26) pay basis. Any teacher on twenty-six (26) pays must elect in writing prior to January 1st to receive the last six (6) pays in one lump sum on the first payday after the last day of school. Should a twenty-seven (27) pay period be necessary due to the school year, equal payments will be divided over the twenty-seven (27) biweekly payments with staff notified at least 90 days prior to the first pay of the school year impacted.
- D. Salary adjustments for completion of a degree or additional hours as specified in Schedule A, shall be made upon proof of completion of the requirements for the degree or credits. A graduate degree or additional hours must be earned from an accredited college or university. It is expected a graduate degree or additional hours will relate directly to the education profession. Beginning in the 2009-2010 school year, newly hired teachers wishing to move to the BA+30, MA, MA+30 or BA+60 salary schedule must either have earned a Master's Degree, Specialist's or Doctorate Degree, or have the 30 hours beyond their current rail approved by the Superintendent prior to taking the classes.
- E. Teachers involved in voluntary extra duty assignments as set forth in Schedule B, which is attached to and incorporated in this Agreement, shall be compensated in accordance with the provisions of this Agreement without deviation.
- F. Teachers hired at the beginning of the school year will not be advanced one step the first January following their hire date. Instead, new hires for that current school year will be given a \$750 stipend upon return the following school year to be paid in the first pay period after school begins. The stipend will be paid in one lump sum unless requested by the teacher to be spread over the remaining pay periods for that calendar year (through December 31). The teacher would move to the next step on the salary schedule thereafter in January.

ARTICLE 23 - SPECIAL TEACHING ASSIGNMENTS - (Does not apply to Mosaic Teachers)

- A. The Board will accept applications from certified regularly employed teachers in the district for special teaching assignments, but final decision in hiring teachers is left to the Board. Teachers shall be compensated for teaching in any of such programs as per schedule. The Board shall have the right to assign whom it deems to be the best qualified teacher for the special teaching assignment (See Article 9).
- B. The Board agrees to the best of its ability, at all times to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number or designee. They shall call no later than one hour and thirty minutes before their scheduled reporting time to indicate their unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.
- C. Teachers who are asked by their administrator to give up their planning time, duty free lunch, recess time, or requested to attend IEP meetings will be compensated in accordance with the following conditions:
 - 1. Teachers who give up their planning time, duty free lunch, or recess time, or are requested to attend an IEP meeting will accrue compensatory/special duty minutes. Each minute that is given up results in a minute being counted toward a compensatory/special duty day. Minutes are counted as compensatory/special duty minutes from the time the teacher arrives in the classroom until the coverage is terminated. When 420 minutes have been accrued, a compensatory day may be taken (if substitutes are available from those opting to participate in this plan or if no substitute is needed). If a substitute is needed from outside the district, a day may be taken if a substitute is available and in accordance with Article 11 H. The number of minutes that equal a compensatory day shall be determined at the beginning of each year should it differ from 420 minutes.

- a. Compensatory minutes equivalent to five compensatory days may be carried over into the next year for 5-12 grade teachers. Compensatory minutes equal to 10 compensatory days may be carried over for K-4 grade teachers. Each day carried over will be equal to 420 minutes.
 - b. No more than five (5) days can be used in a year.
 - c. Compensatory minutes not carried over will be paid at the district's established substitute teacher rate per day at the end of each school year.
 - d. Special Duty Days will be paid at 7 times the special duty hourly rate at the end of each trimester.
 - e. The teacher shall follow the guidelines for using compensatory time as referenced in Appendix I.
2. Teachers will voluntarily place their name and the time they are available on an emergency substitute list in each building by Friday of the first complete week of the school year. The initial list will be ranked by seniority by time available. If teachers are hired after the Friday of the first week of the school year, they will have the opportunity to place their names on the list. Teachers must elect to accrue either compensatory or special duty minutes. That election will be for the duration of the school year.
 3. If teachers are needed to substitute, the principal will contact the first teacher on the list, then the second, third, etc. The next time a teacher is needed, the principal will contact the teacher who was next on the list and proceed from that point. The list will constantly be recycled. If there are no volunteers, then the principal has the right to approach any teacher to substitute in an emergency situation.
 4. A teacher whose name is on the list may not refuse the principal's request, although extenuating circumstances will be considered.
 5. If a coach must leave school early as part of his/her coaching responsibilities, the provisions of this Agreement will apply. The athletic director will determine the appropriate time for the coach to leave school.
 6. The principal or designee will approach teachers on the list before substituting in the class himself/herself. If for any reason, the principal determines in good faith that it is in the best interest of the students or staff to substitute and not to ask a teacher from the list, then the principal's action is not subject to grievance.
 7. The teacher will forward their time to the building principal. Both the teacher and principal must verify the time.
 8. Article 11, Paragraph K, Section 3 of the current Master Agreement shall apply.
- D. The compensation rate for teachers within the bargaining unit who provide Home Placed or Home Bound instructional services shall be the same as the special assignment pay rate per hour plus mileage at the agreed upon rate in the current Master Agreement. Teachers will be compensated for 15 minutes of preparation time for every hour (60 minutes) taught.
- The teacher will be paid during the pay period nearest to the conclusion of the Home Placed or Home Bound contact. If a teacher wishes another pay arrangement, s/he can make arrangements with the business office.
- E. Teachers providing services to non-public schools within Chippewa Hills School District shall be compensated at the IRS rate per mile.

ARTICLE 24 - STUDENT DISCIPLINE AND TEACHER PROTECTION

- A. The Board will support each teacher in maintenance of reasonable standards of discipline.
- B. A teacher may exclude to the principal's office a pupil from class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the principal, as promptly as the teaching obligation will allow, full particulars of the incident. The length of exclusion from class will be at the discretion of the principal.
- C. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will advise the teacher of the teacher's rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- D. Time lost by a teacher in connection with any incident mentioned in this article shall not be charged against the teacher unless the teacher was not acting within the scope of Board policy. Notice of changes in either Board or administrative policies shall be given to all teachers. Copies of Board and administrative policies and changes shall be placed in the principal's office and the library of each building for teachers' review. A copy will also be given to the Association president.
- E. The administration will take reasonable precautions to prevent any loss, damage, or destruction of clothing or personal property of the teacher while on duty in the school or on school premises.

ARTICLE 25 - NEGOTIATION PROCEDURES

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement, agree that all other items within this contract shall remain unchanged during the life of this Agreement and neither party may require the other to enter into negotiations for the purpose of altering or amending same, nor shall either party have power to require additions to this contract.
- B. One hundred and twenty (120) days prior to the termination date of this Agreement, representatives of the Association and the Board will meet for the purpose of setting the ground rules for entering into negotiations on a new contract.
- C. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representative of the other party, and each party may select its representatives from within or outside the district. It is recognized that no final Agreement between the parties may be executed without ratification by a majority of the Board, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification. There shall be three (3) signed copies of the ratified Agreement for purposes of record. One (1) retained by the Board, one (1) by the Association and one (1) by the superintendent.
- D. If the parties fail to reach agreement in any such negotiations, either party may invoke the mediation machinery of the MERC (Michigan Employment Relations Commission).
- E. It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of the public educational process, it is likewise recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. Where such problems arise, the Board recognizes the right of the Association to consult with the administration and the administration shall cooperate in arranging meetings with representatives of the Association at reasonable times upon receipt of written request stating the matters to be discussed at such meetings. Discussions shall be limited to such items as may be specified in the written request. Notwithstanding the above, neither party shall be required to negotiate with the other during the life of this contract as specified in Paragraph A of this article.

ARTICLE 26 - PROFESSIONAL LEARNING

- A. Realizing the importance which a quality staff plays in the performance of the students, a mentor / professional learning program shall continue in the Chippewa Hills School District.
- B. A professional learning program will be carried out throughout the school year in alignment to school improvement plans, identified school/program needs and assisting teacher growth. All staff are expected to be in attendance on designated professional development days. Absences will require the teacher to attend an alternate professional development opportunity to meet the required number of hours as established by the state (30 hours annually). Alternate choices will be the employee's responsibility. District sponsored PL, preapproved through outside funding, will be an acceptable alternate choice (i.e. Title IIA funded conference, building book study, grant supported workshop, 31-A seminar, etc.) Documentation must be provided to Central Office prior to June 30 of the current school year indicating the fulfillment of this expectation. Employees will not seek reimbursement for mileage to attend professional development at the Central Site for two (2) school year events. Additional professional development events requiring teachers to report to Central Site will be reimbursed at the federal rate from school to school only (if reporting back to original site).
- C. The district teaching staff shall meet as departmental/grade level teams twice a year with dates to be determined by the Chippewa Hills calendar. The agenda should include focus areas of professional learning, coaching, data collection and analysis, and recommendations from that data review.
- D. In the event that severe inclement weather or other causes beyond the control of the Board necessitates the postponement of a scheduled professional development, it shall be rescheduled for a later date in accordance with the following procedures.
 - 1. The superintendent shall confer with the president of the Association with regard to the feasibility of the alternative dates under consideration.
 - 2. Upon completion of the above, the superintendent shall set a makeup time and date for the postponed professional development, taking into consideration all relevant factors.
 - 3. Teacher attendance at the rescheduled professional development shall be mandatory, provided that each building principal may upon receipt of prior written application, authorize excused absence in the event of prior commitments by teachers which cannot reasonably be changed.

ARTICLE 27 - MISCELLANEOUS PROVISIONS

- A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.
- B. Individual contracts shall be issued to each member by October 31 of each school year. Extra duty contracts will be issued no later than September 15th where the position has been filled. Members are expected to return signed contracts to their building principal's office no later than thirty (30) school days after being issued.
- C. Any individual contract between the Board and an individual member heretofore executed shall be expressly made subject to and consistent with the terms and conditions of this Agreement and any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

- D. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms.
- E. 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 be deemed null and void, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- F. Copies of this Agreement shall be provided in a digital format by the Board to all members employed or hereafter employed.
- F. The Board will not be required to pay for mandatory fingerprinting of employees.
- G. The calendar for the term of this contract will follow similar formats as negotiated.
- H. Emergency Financial Manager – An emergency financial manager appointed under the Local government and School District Fiscal Accountability Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Government and School District Accountability Act.

ARTICLE 28 - SCHEDULE B PROVISIONS

- A. A bargaining unit member who is hired for a position on Schedule B shall remain in that position for the duration of the academic year unless they resign or are terminated by the Board, provided that any such termination shall not be for arbitrary or capricious reasons.

Head coach positions held by non-bargaining unit members shall be posted as vacant annually.

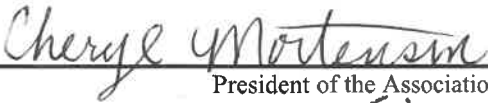
The Board shall have the right to award vacant Schedule B assignments to the applicant (internal or external) whom it deems to be the best qualified person based upon an evaluation of credentials and/or a performance assessment (see Appendix B) for the Schedule B position.

ARTICLE 29 - TERMINATION

This agreement shall become effective at 12:01 a.m. on the 31st day of December, 2021 and shall remain in full force through the 31st day of December, 2024.



President of the Board



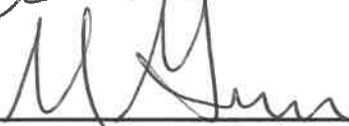
President of the Association



Secretary of the Board



Secretary of the Association



Superintendent



Chief Negotiator for the Association

SCHEDULE A: SALARY SCHEDULES - see attached

2022 Calendar Year					
Step	BA	BA+30	MA	BA+60	MA+30
1	37,260	40,986	40,986	45,084	45,084
2	38,937	42,830	42,830	47,113	47,113
3	40,689	44,758	44,758	49,233	49,233
4	42,520	46,772	46,772	51,449	51,449
5	44,433	48,876	48,876	53,764	53,764
6	46,433	51,076	51,076	56,183	56,183
7	48,522	53,374	53,374	58,712	58,712
8	50,706	55,776	55,776	61,354	61,354
9	52,987	58,286	58,286	64,115	64,115
10	55,372	60,909	60,909	67,000	67,000
11	57,864	63,650	63,650	70,015	70,015
12	60,467	66,514	66,514	73,166	73,166
13	61,374	67,512	67,512	74,263	74,263
14	62,295	68,524	68,524	75,377	75,377
15	63,229	69,552	69,552	76,508	76,508
16	64,178	70,596	70,596	77,655	77,655
17	65,141	71,655	71,655	78,820	78,820
18	66,118	72,729	72,729	80,002	80,002
19	67,109	73,820	73,820	81,202	81,202
20	68,787	75,666	75,666	83,232	83,232
21	69,475	76,422	76,422	84,065	84,065
22	69,475	76,422	76,422	84,065	84,065
23	69,475	76,422	76,422	84,065	84,065
24	69,475	76,422	76,422	84,065	84,065
25	70,517	77,569	77,569	85,326	85,326
26	70,517	77,569	77,569	85,326	85,326
27	70,517	77,569	77,569	85,326	85,326
28	70,517	77,569	77,569	85,326	85,326
29	70,517	77,569	77,569	85,326	85,326
30	71,575	78,732	78,732	86,606	86,606

Pay scale for employees hired before Jan 1, 2022
 Steps 1 - 12 are indexed at 4.5%
 Steps 13-19 are indexed at 1.5%
 step 20 is indexed at 2.5%
 step 21 is indexed at 1%
 step 25 and 30 are indexed at 1.5%

1% increase to scale
 3% per person off schedule included in ORS contribution
 move to step 25 at beginning of 25th year of service
 move to step 30 at beginning of 30th year of service
 additional \$1500 off schedule for Mosaic not getting steps
 Mosaic capped at step 12

2023 Calendar Year					
Step	BA	BA+30	MA	BA+60	MA+30
1	37,633	41,396	41,396	45,535	45,535
2	39,326	43,259	43,259	47,585	47,585
3	41,096	45,205	45,205	49,726	49,726
4	42,945	47,240	47,240	51,964	51,964
5	44,878	49,365	49,365	54,302	54,302
6	46,897	51,587	51,587	56,745	56,745
7	49,007	53,908	53,908	59,299	59,299
8	51,213	56,334	56,334	61,967	61,967
9	53,517	58,869	58,869	64,756	64,756
10	55,926	61,518	61,518	67,670	67,670
11	58,442	64,287	64,287	70,715	70,715
12	61,072	67,179	67,179	73,897	73,897
13	61,988	68,187	68,187	75,006	75,006
14	62,918	69,210	69,210	76,131	76,131
15	63,862	70,248	70,248	77,273	77,273
16	64,820	71,302	71,302	78,432	78,432
17	65,792	72,371	72,371	79,608	79,608
18	66,779	73,457	73,457	80,803	80,803
19	67,781	74,559	74,559	82,015	82,015
20	69,475	76,423	76,423	84,065	84,065
21	70,170	77,187	77,187	84,906	84,906
22	70,872	77,959	77,959	85,755	85,755
23	70,872	77,959	77,959	85,755	85,755
24	70,872	77,959	77,959	85,755	85,755
25	71,935	79,128	79,128	87,041	87,041
26	71,935	79,128	79,128	87,041	87,041
27	71,935	79,128	79,128	87,041	87,041
28	71,935	79,128	79,128	87,041	87,041
29	71,935	79,128	79,128	87,041	87,041
30	73,014	80,315	80,315	88,347	88,347

Pay scale for employees hired before Jan 1, 2022

Steps 1 - 12 are indexed at 4.5%

Steps 13-19 are indexed at 1.5%

step 20 is indexed at 2.5%

step 21, 22 are indexed at 1%

step 25 and 30 are indexed at 1.5%

1% increase to scale

2% per person off schedule included in ORS contribution

move to step 25 at beginning of 25th year of service

move to step 30 at beginning of 30th year of service

additional \$1500 off schedule for Mosaic not getting steps

Mosaic capped at step 12

2024 Calendar Year					
Step	BA	BA+30	MA	BA+60	MA+30
1	38,007	41,808	41,808	45,988	45,988
2	39,717	43,689	43,689	48,058	48,058
3	41,505	45,655	45,655	50,221	50,221
4	43,372	47,710	47,710	52,480	52,480
5	45,324	49,856	49,856	54,842	54,842
6	47,364	52,100	52,100	57,310	57,310
7	49,495	54,445	54,445	59,889	59,889
8	51,722	56,895	56,895	62,584	62,584
9	54,050	59,455	59,455	65,400	65,400
10	56,482	62,130	62,130	68,343	68,343
11	59,024	64,926	64,926	71,419	71,419
12	61,680	67,848	67,848	74,633	74,633
13	62,605	68,865	68,865	75,752	75,752
14	63,544	69,898	69,898	76,888	76,888
15	64,497	70,947	70,947	78,042	78,042
16	65,465	72,011	72,011	79,212	79,212
17	66,447	73,091	73,091	80,400	80,400
18	67,443	74,188	74,188	81,606	81,606
19	68,455	75,300	75,300	82,831	82,831
20	70,166	77,183	77,183	84,901	84,901
21	70,868	77,955	77,955	85,750	85,750
22	71,577	78,734	78,734	86,608	86,608
23	72,292	79,522	79,522	87,474	87,474
24	72,292	79,522	79,522	87,474	87,474
25	73,377	80,715	80,715	88,786	88,786
26	73,377	80,715	80,715	88,786	88,786
27	73,377	80,715	80,715	88,786	88,786
28	73,377	80,715	80,715	88,786	88,786
29	73,377	80,715	80,715	88,786	88,786
30	74,478	81,925	81,925	90,118	90,118

Pay scale for employees hired before Jan 1, 2022

Steps 1 - 12 are indexed at 4.5%

Steps 13-19 are indexed at 1.5%

step 20 is indexed at 2.5%

step 21, 22, 23 are indexed at 1%

step 25 and 30 are indexed at 1.5%

1% increase to scale

1% per person off schedule included in ORS contribution

move to step 25 at beginning of 25th year of service

move to step 30 at beginning of 30th year of service

additional \$1500 off schedule for Mosaic not getting steps

Mosaic capped at step 12

For teachers hired on or after January 1, 2022:

2022 Calendar Year			
Step	BA	MA/BA+30	MA+30/BA+60
1	45,000	49,500	54,000
2	45,900	50,400	54,900
3	46,800	51,300	55,800
4	47,700	52,200	56,700
5	48,825	53,325	57,825
6	49,725	54,225	58,725
7	50,625	55,125	59,625
8	51,525	56,025	60,525
9	52,425	56,925	61,425
10	53,550	58,050	62,550
11	54,450	58,950	63,450
12	55,350	59,850	64,350
13	56,250	60,750	65,250
14	57,150	61,650	66,150
15	58,275	62,775	67,275
16	59,175	63,675	68,175
17	60,075	64,575	69,075
18	60,975	65,475	69,975
19	61,875	66,375	70,875
20	63,000	67,500	72,000
21	63,900	68,400	72,900
22	64,800	69,300	73,800
23	65,700	70,200	74,700
24	66,600	71,100	75,600
25	67,725	72,225	76,725
26	68,625	73,125	77,625
27	69,525	74,025	78,525
28	70,425	74,925	79,425
29	71,325	75,825	80,325
30	72,450	76,950	81,450

Special assignment rate: \$25.00 per hour
 Mentor Teacher - \$500 per year
 3% per person off schedule included in ORS contribution

2023 Calendar Year			
Step	BA	MA/BA+30	MA+30/BA+60
1	45,450	49,950	54,450
2	46,359	50,859	55,359
3	47,268	51,768	56,268
4	48,177	52,677	57,177
5	49,313	53,813	58,313
6	50,222	54,722	59,222
7	51,131	55,631	60,131
8	52,040	56,540	61,040
9	52,949	57,449	61,949
10	54,086	58,586	63,086
11	54,995	59,495	63,995
12	55,904	60,404	64,904
13	56,813	61,313	65,813
14	57,722	62,222	66,722
15	58,858	63,358	67,858
16	59,767	64,267	68,767
17	60,676	65,176	69,676
18	61,585	66,085	70,585
19	62,494	66,994	71,494
20	63,630	68,130	72,630
21	64,539	69,039	73,539
22	65,448	69,948	74,448
23	66,357	70,857	75,357
24	67,266	71,766	76,266
25	68,402	72,902	77,402
26	69,311	73,811	78,311
27	70,220	74,720	79,220
28	71,129	75,629	80,129
29	72,038	76,538	81,038
30	73,175	77,675	82,175

Special assignment rate: \$25.00 per hour
Mentor Teacher - \$500 per year
2% per person off schedule included in ORS contribution

2024 Calendar Year			
Step	BA	MA/BA+30	MA+30/BA+60
1	45,905	50,405	54,905
2	47,286	51,786	56,286
3	48,213	52,713	57,213
4	49,141	53,641	58,141
5	50,300	54,800	59,300
6	51,227	55,727	60,227
7	52,154	56,654	61,154
8	53,081	57,581	62,081
9	54,008	58,508	63,008
10	55,167	59,667	64,167
11	56,094	60,594	65,094
12	57,022	61,522	66,022
13	57,949	62,449	66,949
14	58,876	63,376	67,876
15	60,035	64,535	69,035
16	60,962	65,462	69,962
17	61,889	66,389	70,889
18	62,816	67,316	71,816
19	63,744	68,244	72,744
20	64,903	69,403	73,903
21	65,830	70,330	74,830
22	66,757	71,257	75,757
23	67,684	72,184	76,684
24	68,611	73,111	77,611
25	69,770	74,270	78,770
26	70,697	75,197	79,697
27	71,625	76,125	80,625
28	72,552	77,052	81,552
29	73,479	77,979	82,479
30	74,638	79,138	83,638

Special assignment rate: \$25.00 per hour
Mentor Teacher - \$500 per year
1% per person off schedule included in ORS contribution

SCHEDULE B: ADDITIONAL ACTIVITY PAY

The following percentages are to be computed using the BA column and the individual's step.

ACTIVITY

Class Sponsors

- | | |
|----------------------|-------------------------------|
| 12th Grade | 3.0% for each of two sponsors |
| 11th Grade | 3.5% for each of two sponsors |
| 10th Grade | 2.0% for one sponsor |
| 9th Grade | 1.5% for one sponsor |
| 9-12 Student Council | 3.5% for each of two sponsors |

Co-Curricular Activities

Yearbook (high school/intermediate)	7.0%
FFA	14.0%
Band Director	15.0%
Orchestra director	8.0%

**Partial positions will be at the prorated rate based on the percentage of time assigned in that capacity. Shared position rates will be established by the Superintendent and Association prior to the beginning of the school year.*

Clubs - Sponsors of clubs will be paid 2% of the BA column at the sponsor's step.

To be an approved club, club sponsors submit to the building principal an application stating name of club, purpose, sponsor and meeting time. Approved clubs will meet the club's participation level. For the purpose of determining participation level of members, a student will be counted as a member if the student attends at least one club meeting. If participation levels are not met by the end of the school year, sponsors will be paid on a pro-rated basis. (i.e.: if the participation level is 20 students and the membership reaches 19 during the year, the sponsor shall be paid at 19/20ths of the rate outlined in this paragraph.)

The Board will publish a list of approved clubs and participation levels each year. Additional clubs will be added with Board approval prior to publishing the list. Approval of additional clubs will not be unreasonably denied.

Expectation is that music department, class sponsors, advisors, and club sponsors will stay until the conclusion of their sponsored events and the events that run concurrent.

The central office shall be required to keep a current experience step list for all coaches.

Athletics - See TABLE

Bus Driving

Teachers who become certified and eligible to drive a bus for the district, will be allowed to do so under the following conditions: the teacher will drive as prescribed by the transportation director, the teacher will have their prep period scheduled above and beyond the regular teacher scheduled times. Compensation for driving will be at the driver's rate based on years of service in that capacity. Timesheets will be completed for payroll tracking but no additional time off will be earned.

Miscellaneous

Special Assignment	\$25.00 per hour
Lunch Duty	Paid at the Special Assignment rate
Elementary recess or school dismissal supervision	\$5.40
Mentor Teacher	\$500/year

Roles and responsibilities will be provided for each schedule B position by the building administrator.

SCHEDULE C: ATHLETICS

ATHLETICS COACHING SALARIES				
2021-2022 School Year (per season)		1-3 Years	4-6 Years	Over 6 Years
Basketball/Football	Varsity Head Coach	\$ 4,330	\$ 4,871	\$ 5,963
	JV, 9th Grade & Assistants	\$ 2,164	\$ 3,247	\$ 4,330
Baseball, Softball, Track and Wrestling	Varsity Head Coach	\$ 3,247	\$ 4,330	\$ 4,871
	JV, 9th Grade & Assistants	\$ 2,164	\$ 2,976	\$ 3,787
Competitive Cheer, Golf, Soccer	Varsity Head Coach	\$ 3,247	\$ 3,787	\$ 4,330
	Cross Country and Volleyball	\$ 2,164	\$ 2,706	\$ 3,247
Intermediate (all sports) and HS Bowling	Head Coach	\$ 1,624	\$ 2,164	\$ 2,706
	Assistants	\$ 1,081	\$ 1,354	\$ 1,624
2022-2023 School Year (per season)		1-3 Years	4-6 Years	Over 6 Years
Basketball/Football	Varsity Head Coach	\$ 4,417	\$ 4,968	\$ 6,082
	JV, 9th Grade & Assistants	\$ 2,207	\$ 3,312	\$ 4,417
Baseball, Softball, Track and Wrestling	Varsity Head Coach	\$ 3,312	\$ 4,417	\$ 4,968
	JV, 9th Grade & Assistants	\$ 2,207	\$ 3,036	\$ 3,863
Competitive Cheer, Golf, Soccer	Varsity Head Coach	\$ 3,312	\$ 3,863	\$ 4,417
	Cross Country and Volleyball	\$ 2,207	\$ 2,760	\$ 3,312
Intermediate (all sports) and HS Bowling	Head Coach	\$ 1,656	\$ 2,207	\$ 2,760
	Assistants	\$ 1,103	\$ 1,381	\$ 1,656
2023-2024 School Year (per		1-3 Years	4-6 Years	Over 6 Years

season)				
Basketball/Football	Varsity Head Coach	\$ 4,505	\$ 5,068	\$ 6,203
	JV, 9th Grade & Assistants	\$ 2,251	\$ 3,378	\$ 4,505
Baseball, Softball, Track and Wrestling	Varsity Head Coach	\$ 3,378	\$ 4,505	\$ 5,068
	JV, 9th Grade & Assistants	\$ 2,251	\$ 3,096	\$ 3,940
Competitive Cheer, Golf, Soccer	Varsity Head Coach	\$ 3,378	\$ 3,940	\$ 4,505
	Cross Country and Volleyball	JV, 9th Grade & Assistants	\$ 2,251	\$ 2,815
Intermediate (all sports) and HS Bowling	Head Coach	\$ 1,690	\$ 2,251	\$ 2,815
	Assistants	\$ 1,125	\$ 1,409	\$ 1,690
2024-2025 School Year (per season)		1-3 Years	4-6 Years	Over 6 Years
Basketball/Football	Varsity Head Coach	\$ 4,595	\$ 5,169	\$ 6,327
	JV, 9th Grade & Assistants	\$ 2,296	\$ 3,446	\$ 4,595
Baseball, Softball, Track and Wrestling	Varsity Head Coach	\$ 3,446	\$ 4,595	\$ 5,169
	JV, 9th Grade & Assistants	\$ 2,296	\$ 3,158	\$ 4,019
Competitive Cheer, Golf, Soccer	Varsity Head Coach	\$ 3,446	\$ 4,019	\$ 4,595
	Cross Country and Volleyball	JV, 9th Grade & Assistants	\$ 2,296	\$ 2,872
Intermediate (all sports) and HS Bowling	Head Coach	\$ 1,723	\$ 2,296	\$ 2,872
	Assistants	\$ 1,147	\$ 1,437	\$ 1,723

The central office shall be required to keep a current experience step list for all coaches.

Athletic Contracts increase 2% after July 1, 2022

Coaching experience at Chippewa Hills for any position on these scales will be cumulative in nature annually and be applicable to any position on this scale.

At the discretion of the Athletic Director, a game day assistant will be available at \$50.

SCHEDULE D: FRINGE BENEFITS

The Board agrees to pay the current State of Michigan PA 152 hard cap rate for the medical portion of each participating member electing a MESSA medical PAK. The Board will also fully fund the Dental, Vision, Life and LTD portion of the MESSA PAK for each member electing MESSA medical PA. Each January the new cap established by the Michigan Department of Treasury will replace the cap rate that the board will apply to each member electing a MESSA medical PAK. The Board agrees to fund, as a part of the caps indicated, the in-network deductible for the MESSA ABC 1 medical PAK for each member electing a MESSA ABC health plan . This deductible will be deposited in the participating members Health Savings Account in two (2) equal payments on January 1 and June 30 of each year, so long as the board's annual contribution toward each members MESSA medical PAK, including the medical premium and deductible, will be equal to the Department of Treasury's established cap rate. If a member uses the January deductible payment prior to the June payment, the district will make the second deposit immediately upon notification from the member that they have used the January payment by providing medical billing statements or MESSA Explanation of Benefits (EOB) statements to the business office.

MESSA-PAK: UPDATE Plans

Plan A

Health	ABC Plan-1300/2600
LTD	66 2/3%
	\$3,000 maximum
	90 calendar days modified fill
	Pre-existing condition waiver
	Freeze on offsets
	Alcoholism/Drug - same as any other illness
	Mental/Nervous - same as any other illness
	No COLA
Negotiated Life	\$35,000 ADD
Vision	VSP-3 - Gold
Dental	80/80/80: \$1,300 ortho
Prescription	ABD Rx plan

The health plan specifications shall not include coverage for abortion services, which the Board is prohibited from funding under Section 166d of the State Schools Aid Act or its successor provision. Alternatively, the Association may request that these specifications be included within the health plan, with enrolled employees paying the full cost of that coverage.

Plan B

LTD	66 2/3%
	\$3,000 maximum
	90 calendar days modified fill
	Pre-existing condition waiver
	Freeze on offsets
	Alcoholism/Drug - same as any other illness
	Mental/Nervous - same as any other illness
	No COLA
Negotiated Life	\$40,000 ADD
Vision	VSP-3 - Gold
Dental	80/80/80: \$1,300 ortho

Bargaining unit members not electing MESSA PAK Plan A shall select MESSA PAK Plan B and shall receive cash in lieu of medical/hospitalization coverage. Each bargaining unit member electing MESSA PAK Plan B shall

receive \$300 per month in additional compensation. The additional compensation will be paid pro-rata on a bi-weekly basis throughout the fiscal year in accordance with the employer's normal payroll practice.

1. Each bargaining unit member may elect to participate in Chippewa Hills School cafeteria program. Any bargaining unit member electing to participate in the district cafeteria program may purchase a tax shelter annuity through the following companies:
 - a. Equitable
 - b. Fidelity
 - c. Paradigm Equities
 - d. Thrivent
 - e. Ameriprise
 - f. Aspire
 - g. GLP
 - h. Invesco Oppenheimer

Additional annuity companies may be added subject to the provisions of Article 4, Paragraph C.

- B. In the event that a member has exhausted their sick leave accrual, the above fringe benefits shall continue through the balance of the contract year.
- C. The above provisions will remain in force until a new contract is ratified.
- D. In the event a member is terminated or resigns during the school year, the insurance shall be continued until the member has received the pro rata portion of the 12 month insurance year earned at the time of the termination or resignation.
- E. Members assigned less than a full workload shall receive pro rata payments of their fringe benefits under this Agreement, provided that in the event that the underwriting requirement for any program does not permit coverage of the member, the Board shall pay an equal premium amount for the member to enroll in approved options in the MESSA Variable Options program.
- F. A member who is hired with an effective first work day after the first required work day of the school year, shall be entitled to fringe benefits for a duration determined on a pro rata basis.
- G. The Board shall make payments of insurance premiums for all members to assure insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31, even though the member may not be returning the next school year. The open enrollment period shall be jointly established by the Board, the Association and MESSA, including opportunities for summer pre-enrollment and fall open enrollment and whenever group or individual subsidy amounts increase or decrease affecting the benefit package.
- H. Prior to the first event of each year the Chippewa Hills School District shall make available to each member a family sports pass for the current year. The sports pass is non-transferable. There is no monetary compensation for members not electing this benefit.

APPENDIX A - INTEREST IN TRANSFER FORM (Does not apply to Mosaic School teachers.)

CHIPPEWA HILLS SCHOOL DISTRICT
INTEREST IN TRANSFER

Date of Application _____ Posting # _____

Name _____

Address _____ Phone # _____

Years of Service with the District _____

Present position _____ Building presently assigned _____

Grade or position sought _____ Building requested _____

Reason for interest in transfer _____

Academic qualifications _____

Special Training _____

Signed

.....
Approved:

Signed

Date

Note: Complete in triplicate. Submit two (2) copies to the superintendent and one (1) copy to the Association.
Article 10 Paragraph B Section 2
Master Agreement

APPENDIX B - COACH ASSESSMENT

CHIPPEWA HILLS SCHOOL DISTRICT

COACH _____ **DATE** _____

SUPERVISOR _____ **SPORT** _____ **YEAR** _____

S = Satisfactory
NI = Needs improvement

I. PROFESSIONAL AND PERSONAL RELATIONSHIPS	Rating	Comments & Expectations:
1. Cooperates in submitting eligibility lists, physicals, pre-season and year-end reports and program information.		
2. Understands and follows the Athletic Policies & Procedures Handbook and rules and regulations set forth by the MHSAA, Board and League.		
3. Provides training rules to team members in writing and ensures that current copy is on file w/AD		
4. Follows due process procedures.		
5. Respects coaching staff.		
6. Participates in activities to improve coaching performance.		
7. Attends meetings necessary to the welfare of athletics.		
8. Dresses appropriately.		
9. Participates in parent’s night, banquets, award nights, pep assemblies, etc.		
10. Maintains appropriate sideline conduct toward others.		
11. Develops rapport with teachers, coaches and administrators.		
12. Works with other coaches in developing a coordinated program.		
13. Maintains high level of expectations from student athlete.		
14. Holds/participates in a parent meeting for the team/program and communicates in a proactive manner with parents throughout the year		
15. Develops and maintains effective public relations.		

16. Recruits students into the program.		
17. Facilitates individual goal setting.		
18. Keeps coaching and classroom responsibilities in perspective.		

II. COACHING TECHNIQUES:	Rating	Comments & Expectations
1. Provides proper supervision and administration of locker and training rooms.		
2. Provides proper supervision on buses.		
3. Is knowledgeable about the sport.		
4. Has individual and team discipline and control.		
5. Develops well-organized practice schedules - written.		
6. Establishes fundamental philosophy, skills and techniques to be taught by the staff.		
7. Fosters integrity and helps coaching staff improve.		
8. Is fair, understanding, tolerant and patient with students.		
9. Up to date in coaching techniques.		
10. Is punctual for practices and games.		
11. Shows interest in athletes' class work and off-season activities.		
12. Knows emergency first aid; cooperates with trainer and physicians in care, prevention & treatment of injuries.		
13. Receptive to suggestions.		
14. Motivates - gives credit to others.		
15. Delegates.		
16. Utilizes videotape in/from both practice and game settings		
17. Utilizes practice time for individual and team development		
18. Team performance is consistent with skills of athletes		

19. Uses media effectively to reward the effort of the team/individuals.		
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III. RELATED COACHING RESPONSIBILITIES	Rating	Comments & Expectations
1. Accounts for equipment - issue, collection, inventory and storage.		
2. Cooperates in sharing facilities.		
3. Shows self-control and poise.		
4. Displays enthusiasm and exhibits interest in coaching.		
5. Keeps Athletic Director informed.		
6. Remains on site until all students are gone.		
7. Follows proper procedure for equipment purchase.		
8. Operates sport within the budget as determined by the Athletic Director in cooperation with the coach.		
9. Advises Athletic Director of communications and projects in advance.		
10. Demonstrates and teaches respect for facilities, property, and equipment.		

<p>Recommendation for Renewal:</p> <p>1. Recommended for Renewal _____</p> <p>2. Recommended for Renewal based on adherence to mutually approved improvement plan _____</p> <p>3. Not recommended for Renewal _____</p>
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COMMENDATIONS:	
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FOCUS POINTS:	
COACH'S COMMENTS:	

COACH _____ **DATE** _____

ATHLETIC DIRECTOR _____ **DATE** _____

APPENDIX C – SICK BANK GUIDELINES

SICK BANK GUIDELINES

1. The sick bank committee will consider all requests on a case-by-case basis. The applicant or designee may be asked to present their case. The committee will consider past requests, previous use of sick leave, and extenuating circumstances.
2. You must be a member of the sick bank in order to borrow, and have exhausted all of your sick, personal and comp. days.
3. Applicants need to complete an Authorization Form, with the exception of signatures, which can be found in Appendix C of the CHEA Master Agreement.
4. A doctor’s note must be attached to the Authorization Form.
5. Sick days can be borrowed from the sick bank for personal illness, personal injury or illness of the teacher’s spouse, children or teacher’s parents.
6. Use of sick bank days for maternity leave will be granted to a maximum of 6 weeks for vaginal or adoption and 8 weeks for C-section deliveries. This time begins with the delivery of the baby. (Applicant’s sick days + personal + comp days + sick bank days = 6 weeks).
7. Additional time for maternity leave may be granted with a doctor’s note regarding unusual complications.
8. Family Medical Leave may be granted for up to a maximum of 12 weeks, but the difference between the maximum sick leave and 12 weeks are to be unpaid.

CHEA SICK BANK AUTHORIZATION FORM

NAME: _____

TOTAL NUMBER OF DAYS ON LEAVE: _____

NUMBER OF SICK DAYS TO BE USED: _____

NUMBER OF PERSONAL DAYS TO BE USED: _____

NUMBER OF COMP DAYS TO BE USED: _____

NUMBER OF SICK BANK DAYS BEING REQUESTED: _____

NUMBER OF UNPAID LEAVE DAYS: _____

REASON FOR LEAVE REQUEST:

START DATE OF LEAVE _____ PROJECTED RETURN DATE _____

CHEA SICK BANK COMMITTEE:

DATE:

APPENDIX D – VACANCY REQUEST FORM – SCHEDULE B

CHIPPEWA HILLS SCHOOL DISTRICT

3226 Arthur Road
Remus, MI 49340

VACANCY REQUEST FORM-SCHEDULE B

Posting _____

Date of Application _____

Vacancy Title _____

Name _____

Present Title/Grade Level _____

Address _____

Phone # _____

Resume Attached Yes No

Years of Service with the District _____

Professional Background:

What interests you in this position?

Educational Degrees, Certifications etc.

Summary of special skills, training, qualifications, personal experiences and other relevant factors. (ie: first aid training, CPR training, coursework in related field to vacancy.)

Personal References:

NAME	ADDRESS	TELEPHONE	RELATIONSHIP	YRS. AQUAINTED

Please include any other relevant information you feel is helpful to your application. (Resumes may be attached to this vacancy request form)

Complete in your own handwriting.

1. Discuss the role of goals, objectives and performance in assisting student progress as related to this position.

2. State your philosophy of education as it would apply to this position.

I hereby authorize Chippewa Hills School District to investigate my references and to make an independent investigation of my character, conduct and employment records. I agree that giving any false or misleading information by me will be grounds for termination of my employment.

Signature of Applicant

Date

See Article 28 Schedule B Provisions

Disposition

Request Approved _____

Request Denied _____

Signed _____

Date _____

APPENDIX E– COACHES

The Athletic Director will determine the actual number of coaches based on the participation level.

The estimated number of coaches needed for 2022-2024 are as follows:

Varsity Sport: (boys and girls combined where applicable)

	HEAD	ASSISTANT (Includes Varsity, JV and Freshman)
Baseball	1	2
Basketball	2	6
Competitive Cheer	1	1
Cross-Country	1	1
Football	1	7
Golf	2	0
Softball	1	2
Track & Field	2	3
Volleyball	1	3
Wrestling	1	2
Bowling	1	1
Soccer	2	2

Intermediate Sport: (boys and girls combined where applicable)

	HEAD	ASSISTANT
Basketball	4	4
Cheerleading	1	0
Cross-Country	1	1
Track & Field	2	2
Volleyball	2	2
Wrestling	1	1

It is the intent of the Board and CHEA to provide a quality athletic program.

APPENDIX F: Overview of Effective Initiative Alignment, Review, & Selection Process

APPENDIX G: Alignment Process for CHSD

APPENDIX H: Initiative and Innovation Review & Selection Process for CHSD

APPENDIX I: Compensatory/Special Duty Time Guidelines