

PLYMOUTH-CANTON

Community • Schools

AGREEMENT BETWEEN THE

PLYMOUTH-CANTON
BOARD OF EDUCATION

AND THE

PLYMOUTH-CANTON
EDUCATION ASSOCIATION
MEA / NEA

2021/22 – 2023/24

Three Year Agreement

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AGREEMENT

between

PLYMOUTH-CANTON COMMUNITY SCHOOLS BOARD OF EDUCATION

and

PLYMOUTH-CANTON EDUCATION ASSOCIATION, MEA/NEA

THIS AGREEMENT, entered into this 9th day of July, 2021 by and between the Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, hereinafter called "the Board," and the Plymouth-Canton Education Association, MEA/NEA (an affiliate of the Michigan Education Association and the National Education Association), hereinafter called "the Association."

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of the Plymouth-Canton Community Schools is their mutual aim, and, that the character of such education depends predominantly upon the quality and morale of the professional staff, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations have reached certain understandings which they desire to confirm by contract.

It is hereby agreed as follows:

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive bargaining representative for all certified personnel holding positions requiring certification whether under contract, on leave, employed or to be employed by the Board including: classroom teachers, alternative education and English as a Second Language (ESL/Bilingual) K-12 teachers, elementary music, elementary art, elementary physical education, shared time teachers permanent substitutes, term substitutes, guidance counselors, media specialists, learning specialists, school psychologists, social workers, teacher consultants, speech and language pathologists, teachers of the physically handicapped, teachers of the deaf, teachers of the blind, teachers of the homebound, teachers of the hospitalized, teachers of the educable mentally impaired, teachers of the emotionally impaired, teachers of the learning disabled, work study coordinators, pre-school classroom teachers and pre-school teachers Early Childhood Program (tuition based), occupational therapists, physical therapists, resource room coordinators, resource room teachers, curriculum resource consultants, school nurses, language development consultants, , and all other certified personnel who work directly with children and all non-certified or non-endorsed personnel who are hired consistent with MCL 380.1233(b) who work directly with children.

The board further recognizes the association as the exclusive bargaining representative for all individuals employed in the above listed positions and assigned to the virtual academy.

There shall be excluded from the bargaining unit the following: per diem substitutes, accounting/business office personnel, clerical personnel, secretarial personnel, cafeteria personnel,

technical personnel, maintenance personnel, custodial personnel, transportation personnel adult education and community education employees, and teacher aides/ paraprofessionals.

In addition, there shall be excluded supervisory and administrative personnel, such as: Superintendent, Deputy Superintendent, Assistant Superintendents, Executive Directors, Administrative Assistants, Principals, Assistant Principals, Coordinators of Curriculum, Director of Libraries, Director of Continuing Education and assistants, Area Coordinators, Director of Special Education and assistants, Special Education Supervisors, Director of Maintenance and Custodial Operations, Supervisor of New Construction and all other personnel who spend more than one-half of their time in administrative and supervisory activities.

The term "teacher" when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating units as defined, and referenced to male teachers shall include female teachers.

- B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement.

ARTICLE II

RIGHTS AND RESPONSIBILITIES OF THE BOARD

- A. There is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting where expressly and in specific terms limited by the provisions of this Agreement.
- B. It is agreed that the Board retains the rights, among others, to establish and equitably enforce reasonable rules and personnel policies relating to the duties and responsibilities of teachers and their working conditions which are not inconsistent with the provisions of the Agreement or violation of law. Board policies shall be made available for review online and through the building administrator. The Board agrees, however, to negotiate any changes in personnel policies related to hours, wages and working conditions of teachers.

ARTICLE III

RIGHTS AND RESPONSIBILITIES OF THE ASSOCIATION

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his/her membership in the Association, his/her participation in any activities of the Association or collective professional negotiations with the Board, or its designated representative or his/her institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher, rights he/she may have under the Michigan General School Laws or other applicable laws. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

- C. The Board specifically recognizes the rights of its employees appropriately to invoke the assistance of the State Labor Mediation Board or a mediator from such public agency wherever differences cannot be resolved in local negotiations pursuant to the provisions of this Agreement.
- D. The Association, or any committee, thereof, shall have the right to use school buildings and facilities without charge for professional meetings during such time as the building is covered by the operating staff. Room reservation shall be made with the principal involved in writing one (1) week in advance. The Association agrees to reimburse the Board for any damages to equipment entrusted to its use and care.
- E. Reasonable requests for use of existing facilities including office, lounge, workroom and bulletin boards shall be granted to the Association by the building principal. Bulletin boards used will be restricted to official organization materials. Building principals will grant the use of boards that are not used for student postings. Interschool mail delivery and E-mail service shall be granted to the Association. The Association agrees to pay for all materials used for its purpose.
- F. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the District, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations (including county allocation board reports), agendas and minutes of all Board meetings, treasurer's reports, census and membership data, names and addresses of all teachers and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students.
- G. Any teacher who elects to be a member of the Association, or who has applied for membership, may sign and deliver to the Association the membership form which authorizes deduction of membership dues, including PCEA, NEA and MEA. Such authorization shall continue in effect from year to year unless revoked in writing.
- H. There shall be twenty-five (25) released days granted to the Association for use by the President or a delegate for Association activities. Additional time shall be granted upon agreement between the President of the Association and the Human Resources Administrator based upon a specific situation.
- I. The Plymouth-Canton Board of Education and the Plymouth-Canton Education Association, will jointly agree to release the PCEA President on a full-time basis. The Board shall provide the PCEA President with full salary including the placement on the appropriate BA or MA Degree salary schedule, as if the employee were still teaching full time, and full fringe benefits. The President will be entitled to all the rights applicable to a full time teaching position (including seniority, sick time, etc.).

The Plymouth-Canton Board of Education further agrees to provide the PCEA President, upon the completion of the term of office, the right to return to:

1. First, to the same position and school, provided an opening is available, or
2. Next, to an open endorsed position at same school, if opening is available, or
3. Finally, to a full time position in the District for which the President holds appropriate certificate endorsements.

The Plymouth-Canton Board of Education will also provide the PCEA President office space in one of the buildings; provided space is available, (a space where the office can be locked and a phone can be installed for the President's use). The Plymouth-Canton Education Association agrees to pay to the Board of Education, or its designee, one-half (1/2) the salary

of a full time beginning teacher's salary on the BA Degree Base, and will pay the full time M.P.S.E.R.S. contribution to the District on behalf of the PCEA President as a full time teacher. The PCEA President will continue to work on District committees, and will participate in district wide professional development.

ARTICLE IV

FAIR PRACTICE

The Board and the Association agree to not discriminate against any employee on the basis of religion, race, color, national origin, age, gender, height, weight, handicap, sexual orientation, marital status, membership or participation in, or association with the activities of the Association, in accordance with the law.

ARTICLE V

GRIEVANCE PROCEDURE

A. PURPOSE:

The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the administration.

B. DEFINITION:

1. A "grievance" is a claim by a teacher that there has been a violation or misapplication of the terms of this agreement, or established Board policies, administrative regulations or past practices relative to terms and conditions of employment.
2. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this Agreement.

C. TIME LIMITS:

The initiation of any formal grievance to be processed through the procedure as outlined in this Article shall be governed by the following time limitations:

1. All references to time limits herein shall consist of "school days" except when a grievance is submitted on or after May 15, time limits shall consist of all "week days" so that the matter may be resolved before the close of the school term or as soon as possible thereafter.
2. The following time limits shall act as limitations on the institution and filing of grievances, unless mutually extended or waived by both the Administration and the Association:
 - a. Any other cause for grievance arising during the term of this Agreement shall be filed at the appropriate grievance level within twenty-five (25) days of the occurrence or impact on the teacher.

D. GRIEVANCE REPRESENTATION:

1. The Association shall establish a Grievance Committee to be selected in a manner determined by the Association. The Association agrees that it will identify to the Board, in writing, all current officers and Grievance Committee members.
2. In the event any representative or member of the Grievance Committee is also the grievant in the matter at issue, he/she shall then disqualify himself/herself for the case involved and shall be replaced by another member of the Association in a manner determined by the Association.
3. The building principal or administrator shall be the administrative representative when the particular grievance arises in one building.
4. If the grievance involves more than one school building, it may be filed with the Superintendent or a representative designated by him.
5. The Association Grievance Committee shall approve of, and process, all grievances to be pursued beyond the first step of the Grievance Procedure.

E. PROCEDURE:

1. **INFORMAL PROCEDURE:** The parties acknowledge that it is usually most desirable for an employee and his/her supervisor to resolve problems through free and informal communication. Therefore, if an individual teacher has a personal complaint, which he/she desires to discuss with a principal, he/she is free to do so without recourse to the grievance procedure. When requested mutually, by the teacher and principal, the building representative or a member of the Association's Grievance Committee may intervene to assist in resolving the complaint.
2. **FORMAL PROCEDURE:** A teacher is not required to process a complaint as a grievance. He/she may seek informal discussion and adjustment as outlined in Article V, E1 but he/she is not required to do so. If he/she wishes to process the complaint formally, he/she must invoke the formal grievance procedure which is subject to the control of the Association. In the administration of the formal grievance procedure, the interests of the teachers shall be the sole responsibility of the Association.

A formal grievance shall not be adjusted without prior notification to the Association and opportunity for an Association representative, either a member of the Grievance Committee or the building representative, to be present; nor shall any adjustment of a formal grievance be inconsistent with the terms of this Agreement.

- a. **STEP ONE - ASSOCIATION GRIEVANCE COMMITTEE.** The formal grievance procedure is invoked only when the grievance is put in writing on a copy of the Grievance Form as set forth in Appendix F. Grievance forms shall be available from the Association representative in each building.

After the necessary information is entered upon the said form such as the date, the cause of grievance occurred, a statement of the grievance, a statement of the relief sought, and the signature of the grievant, the forms shall then be delivered to the Association's Grievance Committee for consideration and for any further action the said Committee may deem necessary. It shall be the duty of the Grievance Committee to discuss, judge and decide on the merits of the particular grievance so filed.

If, in the estimation of the Grievance Committee, the grievance so placed in its hands for determination and disposition puts forth a meritorious claim under the definition of

grievance as defined in Article V, B.I then the Grievance Form submitted to the said Committee shall be signed by the Committee Chairperson, and a copy of the said Grievance Form shall then be delivered to the building principal, administrator, or Superintendent whichever is appropriate within twenty-five (25) days of the occurrence or impact on the teacher.

- b. **STEP TWO - BUILDING PRINCIPAL/ADMINISTRATOR.** Within five (5) school days of receipt of the grievance, the principal shall meet with one member of the Association's Grievance Committee in an effort to resolve the grievance. The principal or administrator shall indicate his/her disposition of the grievance in writing within five (5) days of such meeting, and shall furnish a copy thereof to the Grievance Committee.
- c. **STEP THREE - SUPERINTENDENT.** If, within fifteen (15) days, the Grievance Committee is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) school days of such meeting (or eight (8) school days from the date of filing, whichever shall be later) the grievance shall be transmitted to the Superintendent. Within five (5) school days the Superintendent, or his/her designee, shall meet with the Grievance Committee on the grievance and shall indicate his/her disposition of the grievance in writing within ten (10) school days of such meeting and shall furnish a copy thereof to the Association.
- d. **STEP FOUR - BINDING ARBITRATION.** If the Grievance Committee is not satisfied with the disposition of the grievance by the Superintendent or his/her designee, or if no disposition has been made within the period above provided, the grievance may, at the election of the Association, be submitted to arbitration before an impartial arbitrator. The Board of education will be notified that the grievance has been submitted for arbitration.

The rules of the American Arbitration Association shall govern the arbitration proceedings except as modified herein. The Board and the Association shall not be permitted to assert in such arbitration proceeding any grounds or to rely on any evidence not previously disclosed to the other party. The Arbitrator shall have no power to alter, add to, or subtract from, the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator if the decision is within the scope of his/her authority and agree that judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be shared equally by the parties.

The Board and the Association shall attempt to mutually agree on a panel of three (3) permanent arbitrators who shall be appointed annually. The three (3) arbitrators shall be used on a rotating basis except where the parties mutually agree to use an arbitrator out of rotation. If agreement cannot be reached on the three (3) arbitrators, the parties may opt to use only those arbitrators on which agreement has been reached or use the services of the American Arbitration Association in the rotation process. Except in cases involving the American Arbitration Association, appeals for arbitration shall be sent directly to the arbitrator, in rotation with a copy to the Human Resources Administrator. Within one (1) week of filing, a conference call will be scheduled with the Arbitrator, Human Resources Administrator and the PCEA Representative in an attempt to schedule a hearing date. The site for the Arbitration hearings shall alternate between the PCEA (or local MEA office) and the Board Office.

Once the appeal for arbitration has been filed, all communications with the arbitrator about that case shall be done jointly, or with prompt notice to the other party in emergencies or where the arbitrator initiates the contact.

- e. The request for arbitration must be within fifteen (15) days after receiving the Board's final answer on the grievance.
- f. The arbitrator shall have no power to establish scales or change any salary set forth in this Agreement.
- g. The arbitrator shall have no power to rule on any of the following:
 - (1) Any matter not involving an alleged violation or misapplication of the terms of this agreement, or established Board policies, Administrative regulations, or past practices relative to terms and conditions of employment.
 - (2) The failure to re-employ probationary teachers.
 - (3) The termination of services or failure to re-employ any teacher to a position on the extra-curricular schedule, except the question of the Board's liability on a written contract.
 - (4) Any matter subject to the procedures specified in the Teacher's Tenure Act (Act IV Public Acts, extra session, of 1937, of Michigan, as amended).

F. SPECIAL PROCEEDINGS:

- 1. At times the Association shall be qualified to prosecute a claim of grievance because the alleged violation has affected an identifiable group of three (3) or more teachers within the bargaining unit. In this event the Executive Committee of the Association will be the grievant and will file the grievance directly with the Superintendent, or his/her designee, at Step Three of the formal grievance proceedings.
- 2. If it is the desire of any teacher to exclude from the grievance procedure those matters which the teacher desires to have submitted to the Tenure Commission under the provision of the Michigan Teacher Tenure Act, then that teacher may pursue his/her claim notwithstanding the existence of the grievance procedure of this Agreement by invoking the right contained in this section.

G. MISCELLANEOUS:

- 1. During the pending of any proceedings, and until a final determination has been reached, all proceedings shall be private and any preliminary disposition will not be made public without the agreement of all parties.
- 2. There shall be no reprisals of any kind by administrative personnel taken against the grievant, any party of interest or his/her Association representative, any member of the Grievance Committee, or any other participant in the procedure set forth herein by reason of such participation.
- 3. Notwithstanding the expiration of this Agreement, any claim or grievance for which cause arose hereunder may be processed through the grievance procedure until resolution.
- 4. If either party refuses to arbitrate a grievance arising under this Agreement, the arbitrator appointed according to the above grievance procedure shall proceed on an ex parte basis.

5. For the purpose of assisting a teacher or the Association in the prosecution or defense of any contractual, administrative or legal proceedings, including but not limited to grievances and tenure proceedings, the Board shall permit a teacher access to and the right to inspect and acquire copies of his/her personnel file and any other files or records of the Board which pertain to the teacher or any issue in the proceeding in question. A representative of the Association may accompany and assist the teacher in this regard. Confidential letters of reference secured from sources outside the school system may be excluded from the materials available for the teacher's inspection.
6. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file of the participants.
7. It is hereby understood and agreed by the parties that references in the contract to a decision being "final" will be interpreted by the parties as not grievable.

ARTICLE VI

TEACHING CONDITIONS

The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both the Association and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed at insuring that the energy of the teacher is primarily utilized to this end.

A. PHYSICAL ENVIRONMENT

1. The preservation of safe, wholesome and pleasant surroundings is a paramount concern of both the Board and the Association. There shall be a continued alertness by the Board and the teachers to prevent hazardous conditions at all times in all buildings. The arrangement of furnishings in the classroom shall be for the optimum educational setting as determined by the teacher subject to the approval of the principal.
2. To the extent feasible in existing buildings and in designing new buildings and rehabilitating existing buildings, the Board will provide in each school building:
 - a. Lounges, conference rooms and lavatories, appropriately furnished and maintained shall be conveniently available for the professional staff. The lounge and conference room facilities will not be used for regularly scheduled meetings without prior consultation with the building faculty.
 - b. A teacher workroom and storage space of suitable size and location containing adequate equipment and supplies to meet the needs of teachers in preparing instructional materials.
 - c. Each teacher shall be provided with sufficient storage facilities to meet the needs of his/her assignment; the location of such facilities shall be accessible to the teacher without disruption of others.
 - d. A system whereby teachers can effectively and expeditiously communicate with the main building office in the event of an emergency.

The Board or its designated representative agrees to meet and confer with the Association to seek mutually acceptable solutions where these conditions do not prevail.

3. Safe and adequate parking facilities will be maintained and the Board will provide additional parking facilities where needed.
4. Outside telephone lines shall be available for teacher use for professional and/or emergency purposes. All toll and long distance calls must be recorded in the school.
5. The Board recognizes that appropriate textbooks, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests, questionnaires and similar instructional materials are the tools of the teaching profession. The Board shall make every effort at all times to keep the schools reasonably and properly equipped with such materials. The Board further recognizes the value of teacher participation in the selection and use of instructional materials and agrees to the participation of teachers in the process of selection of school materials, but the Board reserves the right to approve final purchase and selection of such materials of instruction.
6. No teacher shall be required to work in a building in preparation for the daily teaching assignment beyond the contractual teacher's day.

B. HIGH SCHOOL

1. The high school administration, working cooperatively with teachers, will determine teacher's class structures using the following guidelines:
 - a. A six period assignment, one of which shall be a planning period, excluding the lunch period, shall be considered a teaching day for the high school. The normal full week for all high school teachers shall not exceed twenty-five (25) teaching or classroom supervision periods.
 - b. Teachers will be responsible for conducting a homeroom to administer a counseling/attendance period. Teachers not assigned to homerooms may be assigned hall supervision for this period.
 - c. Teachers shall have forty (40) consecutive minutes of time for lunch each day, which shall be scheduled during the 4th period.
 - d. Teachers will have a pre/post time of ten (10) minutes. Teachers shall arrive five (5) minutes before and shall remain five (5) minutes after the regularly scheduled pupil day.
 - e. A teacher shall not be assigned more than four (4) preparations without his/her consent. Except where necessary a teacher shall not be assigned more than three (3) preparations. If it is necessary to assign a 4th preparation to a teacher and the teacher objects to a 4th preparation, he/she may, after consultation with the building principal, appeal to the P-CCS superintendent and/or his/her for relief.

C. MIDDLE SCHOOL

1. The Middle School day shall consist of a six (6) period assignment, one of which shall be a planning period, excluding the lunch period. The normal full week for all Middle School teachers shall not exceed twenty-five (25) teaching or classroom supervision periods.

2. Every effort shall be made to correct class size inequities among teachers. If possible, this shall be done prior to the first class meeting.
3. Any change in the Middle School pupil/teacher ratio which is inconsistent with district-wide pupil/teacher ratio changes shall be subject to Association Agreement.
4. Teachers shall have forty (40) consecutive minutes for lunch each day, which shall be cooperatively worked out by the building administrator and staff minimizing the use of passing time. Teacher lunch time shall be scheduled during the student lunch periods unless a teacher agrees to a variation.
5. A teacher shall not be assigned more than four (4) preparations without his/her consent. Except where necessary a teacher shall not be assigned more than three (3) preparations. If it is necessary to assign a fourth preparation, he/she may, after consultation with the building principal, appeal to the P-CCS Superintendent and/or his/her designee for relief.
6. Teachers assigned to more than one building shall be provided travel time exclusive of the lunch and planning periods. Any variation of this provision shall be agreed to by the teacher.
7. Both parties agree to unique organization for instruction, such as block time, team teaching, and flexible scheduling. Such scheduling shall be equivalent to the teaching time identified above.
8. The continuous work time for a Middle School teacher shall not exceed 430 minutes including class time, passing time, lunch time, planning time, travel time, and pre- and post- student time.
9. All teachers will have a pre/post time of ten (10) minutes. Teachers shall arrive five (5) minutes before and shall remain five (5) minutes after the regularly scheduled pupil day.

D. ELEMENTARY SCHOOL

1. The Elementary School Day shall consist of the following:
 - a. All teachers will have a pre/post time of ten (10) minutes. Teachers shall arrive five (5) minutes before and shall remain five (5) minutes after the regularly scheduled pupil day.
 - b. A lunch period equal to the student lunch period, but not less than fifty (50) minutes.
 - c. During periods when art, music, physical education, media, or other special area classes are being conducted, the regular classroom teacher will not be required to attend the special class with his/her students unless there are special circumstances but shall perform other teaching related duties upon mutual agreement with the principal. In the event it becomes financially necessary to reduce any special programs, the use of the 200 minutes per week shall be mutually agreed upon by the parties. With the increase in mandated student hours to 1,098, the 135 minutes will increase to 150 minutes and the library/media time will be increased to 50 minutes per week. Total K-12 planning time as a result of special classes will be 200 minutes per week.
 - d. All full-time kindergarten teachers will have two hundred (200) minutes of planning time *and one hundred (100) minutes of planning time for part-time half day kindergarten teachers*

2. No elementary teacher shall be required to be on duty more than half of the recess periods each week. Schedules will be arranged in each building to assure that the recess periods are supervised.

3. Elementary art, music, media, and physical education teachers.

Each elementary art, music, media, physical education or other special area teacher shall be assigned no more than one (1) class per period. Full day kindergarten through fifth grade class periods shall be approximately 50 minutes in length for art, music, physical education and media unless a flexible schedule is mutually agreed upon by the special area teacher and the building principal. A self-contained special education class will be considered one class.

4. In the event combined grades (split teaching assignments) become necessary, this position shall be rotated among the staff of that particular grade level.

E. EARLY CHILDHOOD

1. The early childhood school day shall consist of the following:

a. All teachers shall arrive fifteen (15) minutes before and shall remain fifteen (15) minutes after the regularly scheduled pupil day.

b. A lunch period of thirty (30) minutes (unpaid for hourly teachers).

c. All building staff shall participate in one annually scheduled open house for prospective families. Hourly staff will be compensated for the hours of the scheduled event as well as one (1) additional hour for event set up.

d. All early childhood teachers will have planning hours that may be completed before or after the school day or on Fridays. Hourly teachers are compensated for five (5) planning hours per week. This is in addition to the fifteen (15) minutes before and after school each day.

e. Early childhood teachers are responsible to attend and participate in program staff meetings. Where possible, these meetings should be regularly scheduled meetings not to exceed one (1) per month. The meeting may be designated for staff collaboration/professional learning communities, general program information and/or professional development. Hourly teachers will be paid their hourly wage for attendance.

F. ALTERNATIVE EDUCATION TEACHERS

The alternative education administration, working cooperatively with teachers, will determine each teacher's class structure.

Teachers will be provided one (1) hour for each four (4) hours of classroom instruction time for a planning period. A full time teacher will be defined as a teacher who instructs twenty-four (24) or more classroom hours per week.

G. ENGLISH LEARNERS (EL) TEACHERS

1. The administration, working cooperatively with teachers, will determine teacher's student contact time schedule using the following guidelines:

- a. **ELEMENTARY EL TEACHERS**
Staff schedules will be determined based on the number of eligible limited English proficient students in each elementary school building.
- b. **MIDDLE SCHOOL EL TEACHERS**
Staff schedules will be determined based on the number of eligible EL/Bilingual students in each building.

H. ALL SCHOOLS

- 1. The continuous work time of an elementary and high school teacher shall not exceed 445 minutes and middle school teachers shall not exceed 430 minutes including class time, passing time, lunch time, planning time, and pre- and post- student day time, with the exception of Alternative Education teachers who may agree to flexible scheduling. If the minimum of 1098 hours are not met, teachers will work the amount of time necessary to meet the 1098 hour requirement.

The Elementary School day shall not commence earlier than 7:00 a.m. or later than 9:25 a.m.; the Middle School day shall not commence earlier than 7:00 a.m. or later than 9:25 a.m.; and the High School day shall not commence earlier than 7:00 a.m. or later than 9:25 a.m. Changes outside the above limits shall be negotiated with the Association.

All teachers will have a pre/post time of ten (10) minutes. Teachers shall arrive five (5) minutes before and shall remain five (5) minutes after the regularly scheduled pupil day.

- 2. Records day: teacher attendance in the district on all records days are optional. All professional contractual responsibilities still apply.
- 3. Work day: teacher attendance on a work day is required in district. All professional contractual responsibilities still apply.
- 4. Teachers employed less than full time shall be granted preparation time in proportion to their assignment.
- 5. On Fridays and days preceding holidays, teachers are free from duty at the close of the pupils' school day, except when in-service education or record days are scheduled within a normal school day.
- 6. Both parties agree to unique organization for instruction, such as block time, team teaching, and flexible scheduling. Before an administrative decision is made to initiate or dissolve a unique instructional program, the administration will inform and consult with the affected parties, seek input and review relevant data. Such scheduling shall be equivalent to the contact time and planning time identified in Sections B and C above, on a weekly basis, and will supersede any conflicting provisions, provided all affected teachers agree. This provision shall not permit more than five teaching assignments in any one day.
- 7. In the event of new curriculum adoptions and district-wide assessments, the following considerations shall take place prior to implementation:
 - a. Training: Training, as determined by the Teaching and Learning Administrator, shall include a comprehensive initial training period; as well as necessary on-going staff development training.

- b. Materials: Essential materials shall be purchased and available for classroom use before the new curriculum is implemented. Funds shall be made available for the replacement of essential consumable supplies related to the new curriculum.
 - c. It is important for the potential success of any new curriculum, that a period of 3-5 years be given to the staff member to assimilate this change into their total program. The parties agree that this language is not intended to allow a teacher to refuse or unreasonably delay implementation of any new curriculum.
- 8. Teacher Leaders may guide but not supervise or evaluate other teachers.
- 9. Travel time for teachers will be the amount of time necessary to travel between buildings involved and will vary by distance and location within the district.
 - a. Travel time will not be less than 30 minutes exclusive of lunch or planning.
 - b. PCEP (the Park) is considered one location for purposes of travel time.
 - c. Travel time for full time teachers will be included within their 1.0 FTE.
 - d. Any part time teacher who travels during the work day will be awarded 0.01 of their FTE per travel, up to a maximum of 0.05 FTE.
- 10. In the event of a catastrophic occurrence, including but not limited to paid leave days, members of the Plymouth-Canton Education Association and the Plymouth-Canton Community School's leadership will collaborate on a timely resolution to meet the needs of our staff, students and community.
- 11. The following pertain to common assessments for courses for high school credit:
 - a. Courses that satisfy expectations of the Michigan Merit Curriculum (MMC) must give a common Secondary Credit Assessment (SCA). The common SCA will be jointly developed by teachers of the subject and the appropriate administrator(s) will assess the content expectations satisfying the MMC requirements for that course and will be given by all teachers teaching the course.
 - (1) The common SCA does not have to be given on the final examination day.
 - (2) The common SCA must have some value (will count toward the student's grade in the course).
 - b. This agreement is in no way intended to limit the use of common assessments, as the parties agree that periodic common formative assessments are essential tools to ensure that all students have the same opportunity to demonstrate they have met the same content expectations for a particular course.

12. Supporting Absent Students

Teachers shall provide academic support in the event a student needs to be quarantined or has an excused absence, pursuant to the P-CCS K-12 Student Handbook, of three (3) or more consecutive school days.

Academic support will include access to classroom materials, resources, and assignments in the learning management system and a plan for communication between the student and the teacher.

Teachers shall offer one of the following:

1. Live stream: 2-way communication;
2. Remote access to the classroom; and/or
3. Provide pre-recorded lessons, which students can access asynchronously.

I. MEDIA CENTER

The parties hereto recognize the importance of the concept of the Media Center in each school as part of the district education program. In recognition of this concept, the following guidelines are desirable:

Elementary School

One (1) full time certified media specialist for each 500 students, or major fraction thereof; plus one (1) full time media secretary for each 500 students; plus one (1) full time equivalent media paraprofessional for each 500 students.

Middle School

One (1) full time certified media specialist for each 600 students, or major fraction thereof; plus one (1) full time media secretary for each 600 students; plus one (1) full time equivalent media paraprofessional for each 600 students.

High School

One (1) full time certified media specialist for each 700 students, or major fraction thereof; plus one (1) full time media secretary for each 700 students; plus one (1) full time equivalent media paraprofessional for each 700 students.

All Schools

Recommendations of media paraprofessionals and secretarial staff shall be mutually agreed upon by the chief building administrator (or his/her appointed delegate), and the affected media specialists. Assignments of secretaries and media paraprofessionals shall be proportionate to student load.

MEDIA/TECHNOLOGY PARAPROFESSIONAL

In the event there is a paraprofessional program, the function of the paraprofessional shall be to augment but not replace the unique services provided by the certified media specialist in each school. Paraprofessionals shall be assigned to each media center in accordance with Article VI of this agreement and shall assist with the following non-teaching duties, under the guidance of the media specialist:

1. Operate and assist with technology equipment.
2. Explain and demonstrate the use of technical equipment and materials.
3. Perform special clerical tasks required in such areas as acquisitions, maintenance of records, receiving and issuing of materials, and taking inventory.
4. Assist with technical processing of print and technology materials in accordance with the established procedures.

J. STAFF MEETINGS

It is the responsibility of teachers to attend and participate in building staff and grade/departmental meetings held before or after the regular school day. Where possible, these should be regularly scheduled meetings not to exceed four (4) per month. The length of teachers' meetings shall be limited to forty-five (45) minutes unless there is mutual agreement to extend the time. One or more staff meeting(s) a month will be designated for staff collaboration / professional learning communities (PLC). If the meeting is held after the regular school day, the meeting shall begin within twenty (20) minutes of the end of student day. Special or additional meetings will be held only with the consent of the teachers involved.

For 2017/18, there will be four months where one meeting is an hour long to accommodate PLC/PD time. The other three meetings will be reduced to forty (40) minutes. (Sept. Nov, Feb, and March)

On one of the three teacher workdays at the beginning of the year, there will be a staff meeting not to exceed one (1) hour in length. New teachers or transfers to a building will have up to one half (1/2) hour of additional staff meeting time.

K. RELIEF FROM NON-TEACHING DUTIES

1. Teachers shall have a duty-free lunch period as long as the students' lunch period. However, classrooms will be open under the supervision of teachers at the first bell.
2. The Association acknowledges that, with minor exceptions, the Administrative Policies toward non-teaching duties have been highly satisfactory. The Board and the Association recognize that teaching is a profession and teachers shall not be assigned but may volunteer to assist in the following non-teaching duties:
 - a. Supervision of playgrounds before and after school.
 - b. Supervision of the normal loading and unloading of buses.
 - c. Collecting money from students for non-educational purposes.
 - d. Preparing form letters to parents and other similar clerical functions.
 - e. The distribution and inventory of books and supplies except in their classrooms and/or departmental areas.
3. The Association acknowledges that teachers have a responsibility, as they move to and from their classrooms, to regulate the conduct of and protect all students on school property. Under usual circumstances teachers should be available immediately before and after school in or near their classroom to assist students.
4. All teachers and administrators share a responsibility for the movement of students within the building.
5. Substitute teachers are to be employed to replace art, physical education and music teachers who are absent or are removed from regular duties for other school functions.
6. Teachers shall not be expected to perform custodial or maintenance duties.

L. PARAPROFESSIONALS

If financially feasible there will be a Paraprofessionals program to assist teachers in the performance of their duties. This program will include no less than one (1) half-time person in each Elementary Administrative Unit and one and one-half (1 1/2) persons in each of the Middle Schools.

The Association, through its members, agrees to assist in the training of Paraprofessionals.

The Paraprofessional shall be directly responsible to the building principal who will arrange for a schedule of work assignments. Teacher's requests for service will be arranged with a Building Administration Teacher Committee on a shared basis with the total teaching staff in each building. Paraprofessionals will be assigned to an individual teacher only upon the request and/or approval of the teacher involved and the administrator. A teacher administrator team has reviewed the guidelines for the use of paraprofessionals in the Plymouth-Canton Community Schools and will be submitting these recommendations to the Superintendent.

M. STAFF DEVELOPMENT COMMITMENT

Providing opportunity for professional growth is basic to teacher effectiveness and instructional improvement. Fostering such opportunity through a variety of experiences offers staff the flexibility to meet individual and group needs within the context of both interest and expertise. The district will provide thirty (30) hours of professional development a year. Part-time teachers shall have the in-service requirement adjusted proportionate to their assignment.

Teachers will have to access the WCRESA website to record and receive credit for their professional development.

N. OPEN HOUSE

All building staff shall participate in an annually scheduled fall open house conducted on a building-wide basis. The purpose of such an open house would be to inform families about classroom standards and activity, general building operation (e.g., rules and regulations), and to share essential curriculum goals and objectives for the year. The open house format will be determined by the building staff. Open house for the high schools (P-CEP) will be scheduled on the first Thursday after classes begin. If the first Thursday after classes begin falls on a religious holiday, high schools' (P-CEP's) open house will be on the second Thursday after classes begin. The dates of the open house will be reported to the Teaching and Learning Administrator by the end of the school year prior to the open house.

Middle school open house will occur the week following the high school open house. The day and date will be determined by the middle school staff.

The elementary school open house will occur the Wednesday before students' first day. The afternoon portion of the day on which open house occurs at all elementary schools, other than the TAG program, shall be a teacher workday. The elementary school with the TAG program will select a day other than the Wednesday before the students first day to hold its open house.

For the elementary and middle schools, the open house will be at least 1 and ½ hours in length.

For the high schools, a total of eight (8) hours will be scheduled between the open house and parent/guardian teacher conferences. Representatives from the teaching staff and the building administration will mutually determine how to divide this time.

O. PARENT/TEACHER CONFERENCE SCHEDULING

Opportunity for parent/teacher communication regarding student performance and school progress is an important part of the home- school relationship. In support of this effort, provision is made in the school calendar for a period of regularly scheduled parent/ teacher conferences.

The dates and times of parent/teacher conferences, as set forth in the calendar, may be changed if agreed to by the Teaching and Learning Administrator, or his/her designee, and a majority of the teachers directly involved. Special education teachers can count IEP/MET parent meetings toward conference hours if they occur outside of the work day. Scheduling of the parent/teacher conferences will be determined between the teachers and the building administrator.

Parent/teacher conferences must total six and a half (6.5) hours outside of the school day at middle schools and elementary schools.

P PROFESSIONAL DEVELOPMENT

1. The Board of Education is desirous of having all staff trained in skills, strategies and concepts designed to support and extend the effectiveness of their instruction.
2. If the staff member is scheduled to participate in a session that takes place during a time school is in session, they will be released from their duties.
3. If a staff member is required to participate at a time outside of their contracted commitment, they will be compensated at least the daily substitute rate.

ARTICLE VII

CLASS SIZE

- A. The Board and the Association recognize that the availability of optimum school facilities for both student and teacher is desirable to ensure the high-quality education that is the goal of both teachers and the Board.
- B. Because the teacher-pupil ratio is an important aspect of an effective educational program, the parties agree that the following professional staff-pupil ratio guidelines are desirable:
 1. Early Childhood (Subject to state licensing and program regulations)
 - a. 3-year-old classrooms --- 16 pupils
 - b. 3–4-year-old combination classrooms --- 16 pupils
 - c. 4-year-old classrooms (non-GSRP) --- 18 pupils
 - d. 4-year-old GSRP classrooms --- 16 pupils
 2. Elementary Schools
 - a. Grades K-3 --- 25 pupils
 - b. Grades 4-6 --- 28 pupils
 - c. Split level classes should be limited to:
 - Grades K-1, 1-2 --- 20 pupils
 - Grades 2-3, 3-4 --- 23 pupils
 - Grades 4-5 --- 25 pupils

3. Split Classes

The administration and faculty at each building will design a written plan yearly of how support will be provided to split classrooms when they exist in all curriculum areas. This plan will then be submitted to Teaching & Learning for approval and a copy to the PCEA President.

The maximum number of students in split classes is three (3) less than the straight grades unless a higher number is necessary to avoid exceeding the Board class size mandate.

4. Secondary Schools

- a. Grades 6-12 --- 30 pupils
- b. Vocational and Industrial Education, Science Technology Engineering and Mathematics (STEM), Career and Technical Education (CTE), Laboratories, Industrial Arts, Art, and Life Management Education (LME) --- 20 pupils.
- c. The number of students should not exceed existing facilities and work stations.

5. All Schools

- a. The ratio of students to Counselors should normally be 300 - 1.
- b. The ratio of students to Nurses should be as per the State Department of Education recommended guidelines.
- c. Special Services and Special Services Staffing should be as provided by Michigan Law.
- d. Special Education and Consultant class sizes and caseloads should be in accordance with recommended State standards.

6. Because the teacher-pupil ratio is an important aspect of an effective education program, the parties agree that the Board, or its designated representative, will meet with the Association representatives on the first Wednesday of each month to examine both the enrollment within buildings and between buildings and to reconcile inequities between teaching loads for all teachers. The Superintendent's or his/her designee's report on class size will be available for review at these meetings.

- C. Special Education Mainstreaming- certified special education students who are in a regular class will be included in the class counts using a weighted factor of two (2) to one (1).
- D. To the extent possible, in the high school and middle school, all classes of the same course shall be balanced as to student load. In the elementary school, all classes of the same grade level shall be balanced as to student load. To the extent possible, this shall be done prior to the first class meeting or as soon thereafter as possible. The Employer shall provide the Union a listing of individual class sizes at all schools.
- E. The goal for remedial class size shall be a limit of twenty (20) students.
- F. Any elementary class reaching a count of 32 or more students will be provided with a paraprofessional on the following basis or money for supplies, as determined below, to be decided by the affected teacher:
 1. Human Resources compiles a list of certified/eligible EI, CI, SLD or OHI students who spend one-half or more of their assigned time in a regular classroom or SLI students who receive resource room services or EL students who meet the criteria to receive EL support to include levels 1.0 to 3.0 on WIDA /OR WIDA Screener or score low or mid on the KWAPT screener will be counted on a two (2) to one (1) count. In addition, students certified ASD that are not

assigned a full time 1:1 paraprofessional will also be counted on a two (2) to one (1) count basis.

<u>Class Size</u>	<u>Paraprofessional Time (Hours per day)</u>
32	2.0 hours
33	2.5 hours
34	3.0 hours

2. Building principals will review the above referenced list with building resource room teacher(s) and submit list to human resources.
3. Any student with eligible areas substantiated by multidisciplinary educational team (MET) summary will be submitted to human resources if necessary.
4. Paraprofessional time shall be assigned or reassigned on two (2) count dates. Those dates are:
 - a. The first official student October count day of the school year.
 - b. The last work day in January.

The paraprofessional(s) will be placed in the classroom as quickly as possible thereafter.

5. A paraprofessional, once assigned, shall continue to be assigned for the duration of the count period.
 6. On each official student count date a teacher may elect, in lieu of paraprofessional time, to use the dollars as calculated below, for additional supplies and teaching materials. If a paraprofessional is selected for overage at the first eligibility, teachers can elect money instead or continue the paraprofessional but not the opposite. The amount of money to be allocated will be based on \$9.00 per hour of aide time the teacher is entitled to receive multiplied by the hours until the next count date. These dollars will be placed into an account for the sole use by the teacher to be spent only by that teacher for the direct benefit of students for things such as field trips, substitute teacher costs related to approved school business, teaching supplies and materials, etc. The department of instruction will clarify any questions regarding the use of the monies. All monies must be spent within the school year earned and are not cumulative. (EX: A class with 32 students would get 2 hours per day X \$9.00 per hour X the number of days until the next count date).
- G. Teachers with large class sizes may appeal for relief to a Joint Union-Administration Committee comprised of three (3) Union representatives and three (3) administrators. Where a decision cannot be reached, the Superintendent will decide. The decision of the Superintendent is appealable to the Board of Education, whose decision will be final.
- H. The following governs the inclusion of disabled/medically fragile students into the regular classroom environment.
1. No teacher shall be required to perform procedures for disabled /medically fragile students such as suctioning, catheterizing or attending to the personal hygiene needs of the student(s).
 2. Upon teacher request, additional assistance, such as reduced class size and/or additional personnel, shall be provided in all-inclusive education classrooms in order to accommodate increased individualized attention for the disabled student(s) and for all students in the program. The decision of how much, and what type of assistance, will be made by a

committee of three (3) Union representatives and three (3) administrators. Where a decision cannot be reached, the Superintendent will decide. The decision of the Superintendent is appealable to the Board of Education, whose decision will be final.

I. STUDENT TRANSFER

P-CCS & PCEA realize that students may need to be transferred from one class to another for many different reasons and student confidentiality is a factor. Teaching & Learning will develop a process for this. This process will be explained at all building staff meetings K-12. After ten (10) student days of instruction before a student is moved a meeting will be held with both the teacher receiving and the teacher losing the student and administrator who activated this change. The teachers will receive a written explanation for the change of class for the student. If a student transfer is requested after four (4) weeks of student instruction then the PCEA President will be notified and will join the meeting if requested by any of the parties involved. If a final agreement is not reached then administration will decide on the move for the student.

ARTICLE VIII

MENTORING

A. MENTORING

1. For the first three (3) years of his/her employment in classroom teaching, a teacher shall be assigned, pursuant to the procedure below, by the school in which he/she teaches to a master teacher, college professor or retired master teacher who will serve as mentor to the teacher. New to district teacher with teaching experience will receive a mentor for one (1) school year. If compensation is offered by the Board, all mentors will be paid at the same rate.
2. The mentor(s) shall provide professional support and guidance to the teacher.
3. Mentors shall be appointed as follows:
 - a. Participation as a mentor shall be voluntary.
 - b. Mentors will be assigned on an individual basis to a teacher.
 - c. The Association shall be notified of teachers who require a mentor and the building location.
 - d. The mentor(s) for each building shall be selected by the building principal and his/her selection will be final and not appealable unless the appointment is not voluntary. The building representative will be consulted as to the match of mentor/teacher prior to final appointment of the mentor. Among the factors to be considered, by way of illustration and not limitation, by the principal in the appointment of the mentor with the teacher are: certification and qualification (certification major and/or experience teaching that particular subject matter within the last three years).
 - e. The mentor/probationary teacher assignment shall be reviewed by the pair and the principal after the first month and at the end of each school year. Any of the three, (mentor, teacher or principal) can terminate the arrangement after thirty days with notice to the other two.

- f. A mentor check list and mentor contact time log will be provided to each mentor at the beginning of each year. This contact log will be turned into the building administrator at the end of the year.
 - g. Mentors will be required to attend two (2) hours of training offered by the District if not attended in the last three (3) years. Training will be offered at different times during beginning of the school year.
 - h. Mentors must be tenured teachers.
4. Each mentor/teacher team will be allowed to use up to five (5) mentor days over the three (3) years with no more than two (2) mentor days in any one year. Use of these days will be determined by the mentor.
- a. Neither the mentor nor the teacher shall be permitted to participate in any matter related to the evaluation of the other. Further, the mentor shall not be called as a witness in any grievance or administrative hearing involving the evaluation or work performance of the teacher to whom he/she has been a mentor. In addition, the teacher shall not be called as a witness in any grievance or administrative hearing involving the evaluation of work performance of the mentor, if applicable.
 - b. The district will provide an Induction Program for all teachers in their first year of their teaching career. Attendance will be mandatory.
 - c. All new teachers to the district will be required to attend up to a six-hour orientation session in August before teachers report.

ARTICLE IX

TEACHER'S RIGHTS AND RESPONSIBILITIES

A. BOARD SUPPORT OF TEACHERS IN PERFORMANCE OF DUTIES

- 1. The Board recognizes its responsibility to continue to give reasonable support and assistance to all teachers with respect to the maintenance of control and discipline in the classroom.
- 2. The Board acknowledges that exceptional children require special education by specifically certified teachers. Therefore, the Board agrees to continue to seek methods of expanding appropriate programs to serve such children.
- 3. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault. The Board shall promptly render all reasonable assistance to the teacher in connection with the handling of the incident by law enforcement and judicial authorities, providing the teacher signs a complaint against the person involved.
- 4. Time lost resulting from an assault, subsequent injury and/or court procedure shall not be charged against the teacher unless he/she is adjudged guilty in a court of competent jurisdiction.
- 5. The Board will continue to carry Workers' Compensation Insurance coverage for all teachers in the manner required by the Laws of Michigan. Insurance carriers are to be selected by the Board.

6. Although first aid is not the major responsibility of teachers, the courts have ruled that teachers are expected to act as a reasonable, prudent person, which may include first aid, and make every reasonable effort to secure assistance. No teacher will be required to administer any medication prescribed for a student.
7. No teacher shall be required to transport any child for any reason except when the teacher, contrary to local school procedures, keeps the child after school without making adequate provision for transportation. In this type of situation the teacher will be required to stay with the child until transportation is assured.
8. The Board shall continue to provide, in sufficient quantity, special and protective clothing and safety devices as required by law or by the nature of the teaching assignment (to be determined by the District Safety Committee), furnished and uniformly used throughout the school system and shall provide for the maintaining or replacement of such articles.
9. It is recognized that discipline problems are less likely to occur in classes where a high level of student interest is maintained. It is likewise recognized that when discipline problems occur; they may most constructively be dealt with by encouragement, praise and emphasis upon the child's desirable characteristics. In situations where a teacher has exhausted all positive avenues for correcting a specific discipline problem, the student in question may be removed from class and referred to the building administrator responsible for student discipline along with a written description of the problem and corrective measures previously attempted. Every effort shall be made to have communication between the teacher and administrator occur before the student is readmitted to class.

The administrator shall, upon receiving this written request of the referring teacher, submit within five (5) school days a written reply to the referring teacher stating a course of action taken to correct the discipline problem.

- a. Teachers may use such reasonable physical force as may be necessary to: (1) protect himself, herself, pupils or others from physical injury; and (2) to obtain possession of a weapon or other dangerous object upon or within the control of the pupil; and (3) to protect property from physical damage. However, teachers shall not be obligated to risk their own physical safety to perform such functions. The parties agree that the use of physical force as described does not constitute corporal punishment.
 - b. Teachers shall not use or threaten to use corporal punishment. As used in this section, "corporal punishment" means the deliberate infliction of physical pain by any means upon the whole or any part of a pupil's body as a penalty or punishment for a pupil's offense. Corporal punishment does not include physically escorting a student to his/her proper location including, but not limited to, the principal's office.
 - c. The school board shall approve and cause to be distributed to each employee a list of alternatives to the use of corporal punishment.
10. The Board may adopt rules and regulations not in conflict with the terms of this Agreement.
 11. A teacher shall be entitled to have present a representative of the Association for any disciplinary action. Disciplinary action will not be effectuated until the teacher has had the opportunity to request the presence of an Association representative.
 12. The Association recognizes that abuses of sick leave or other leaves, chronic absence or tardiness, or willful deficiencies in professional performance by a teacher, reflect adversely upon the teaching profession and create undesirable conditions in the school system and may constitute failure on the part of the teacher to carry out his/her contractual responsibilities. The Association will use its best efforts to correct breaches of professional

behavior by a teacher and in appropriate cases, may institute proceedings against the offending teacher.

B. PERSONAL AND PRIVATE LIFE

The personal and life of any teacher is not within the appropriate concern of attention of the Board as long as it is consistent with the high standards which the teaching profession has set.

No restriction, other than that of good judgment, is placed upon the freedom of teachers to use their own time for gainful employment or other activities insofar as it does not interfere with satisfactory performance of their school duties.

C. MONITORING

All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of closed-circuit television, public address or audio system and similar devices shall not be used without the full knowledge and consent of the teacher. In no case shall a student record and/or video record classroom conversations without the consent of the teacher.

D. REVIEW OF PERSONNEL FILE

1. Each teacher shall have the right upon request to review the contents of his/her own personnel file maintained at the individual's school or at the Administration Building. A representative of the Association may, at the teacher's request, accompany the teacher in such review. The review will be made in the presence of the administrator responsible for the safekeeping of such files.

Privileged information such as confidential credentials and related personal references normally sought at the time of employment are specifically exempted from such review. The administrator shall, in the presence of the teacher's authorized representative, remove such credentials and confidential reports from the file prior to a review of the file by the teacher.

2. All communications including evaluations by Plymouth-Canton administrators, commendations and validated complaints directed toward the teacher which are to be included in the official personnel file, maintained in the Administration Building, shall be called to the teacher's attention at the time of such inclusion, and shall be initialed and dated by the teacher or his/her authorized representative, for the sole purpose of substantiating its inclusion.

If the teacher declines to initial the communication, it shall be placed in the teacher's file, and the Association President shall be informed in writing.

E. BOARD POLICIES AND PROCEDURES

1. Every employee of the school district is expected to adhere to Board policies and procedures. Board policies shall be made available for review online and through the building administrator.

ARTICLE X

CHANGE OF ASSIGNMENT/TRANSFERS

A. CHANGE OF ASSIGNMENT – ADMINISTRATIVE POSITIONS

1. Whenever a vacancy in any administrative position in the district shall occur, the Superintendent, or his/her designee shall make a general announcement of the vacancy throughout the school system and shall post a position description in all of the buildings.
2. The Superintendent, or his/her designee, shall acknowledge receipt of all requests for consideration and shall inform the staff member as soon as possible as to the disposition of that request.

B. TEACHING ASSIGNMENTS, TRANSFERS, AND POSTINGS

1. A teacher who desires a change in grade and/or subject assignments in his/her own building shall file a written request with his/her building principal.
2. Any teacher to whom the District has an obligation to increase up to his/her original FTE must notify the Human Resources Administrator by March 15 of the year prior to placement.
3. Teachers shall be notified in writing of any changes in their assignments for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach and any special or unusual classes or assignments that they will have, as soon as practicable and under normal circumstances not later than August 1, provided that in the event of a change in circumstances or conditions subsequent to August 1 (e.g. resignation) such assignments may be changed as required to meet the situation. The teacher shall be informed of the reasons for any changes that become necessary after August 1.
4. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such teachers shall be notified of any change in their schedules as soon as practicable.

C. RELIEF FROM SUBSTITUTE RESPONSIBILITY

Teachers shall not be required to assume the responsibilities of absent teachers except on the day during which an emergency occurs.

However, the parties acknowledge that the District has the right to assign teachers to covers classes for which a substitute teacher is not available through the substitute calling system.

In situations where a classroom teacher is assigned to cover a classroom during his/her regularly scheduled planning period, the teacher will either earn credit towards a sick day or be paid based on the following formula:

Daily substitute teacher rate, divided by six (6), multiplied by 2. (Example: If the daily rate is \$125.00 per day, the formula would be $\$125.00 / 6 \times 2 = \41.66 for the period.)

A teacher who wishes credit towards sick time rather than payment must notify the Human Resources Department and his/her principal by November 1st. This election may be changed one time by written request received prior to the start of the second semester to be effective the second semester. Sick leave credit will be earned in one-half day increments with three (3) periods covered resulting in a half day.

The Board and the Association agree that in no case shall the teacher be responsible for providing a substitute teacher. The Board agrees to make every reasonable effort to provide qualified substitute teachers when needed.

D. PROFESSIONAL CONFERENCES

In the belief that attendance at professional meetings is desirable to maintain and improve professional competence and proficiency and enhance the educational program of the school district, teachers shall be encouraged to participate in such meetings within budget limitations.

ARTICLE XI

NEGOTIATION PROCEDURES

- A. The Board and the Association shall appoint their respective negotiation teams at their own discretion. The total number on each team shall not exceed seven (7) members and written notice indicating the number of participants on each team shall be exchanged by the Superintendent, or his/her designee, and the President of the Association at least three (3) days prior to a planned meeting.
- B. If both parties concur, subcommittees (composed of members of both negotiating teams) may be appointed for the purpose of studying matters of mutual concern, such as the financial resources of the district, tentative budgetary requirements and allocations, trends in salary schedules and fringe benefits and other pertinent matters which affect the quality of Plymouth-Canton's educational program. The Board shall provide and make available to such subcommittees reasonable clerical assistance necessary to the performance of their duties.
- C. The parties shall negotiate at times and places agreeable to both parties consistent with good faith practices. However, teacher members of the negotiating team shall be released from school duties in reasonable numbers and at reasonable times without loss of salary if it becomes necessary.
- D. Proper areas of interest on the part of teachers include:

Teacher Rights	Sick Leave	Negotiation Procedures
Teaching Hours	Leave Pay	Grievance Procedures
Teaching Conditions	Leave of Absence	Non-teaching Assignments
Fair Practices	Sabbatical Leave	Professional Compensation
Overtime Pay	Terminal Leave	Teaching Loads
Duration of Agree.	Ins. Protection	Curriculum Development

The above is not an exhaustive list of items subject to negotiation and items may be added or deleted with the consent of both parties.

- E. If the parties mutually agree to modify or change this Agreement for the following year, it shall, by April 1, give written notice to this effect, said notice to specify the exact terms and provisions as they are proposed to be modified or changed. Thereafter, negotiations of such proposals will begin on or before April 15, unless another date is mutually agreed upon. Either party reserves the right to submit additional proposals or modifications on the basis of need.
- F. Errors, omissions or the need for clarification, interpretation or adjustment of this Master Agreement may be corrected or adjusted with the mutual consent of representatives of the Board and the Education Association, subject to the ratification procedure of the PCEA Constitution.

- G. It is hereby agreed by and between the parties that during the contract, the parties agree to use the solution group approach to address non-economic issues. This will allow for ongoing resolution to problem outside the pressure and contentiousness of negotiations. While it is recommended that a limit be placed on the number of issues addressed in a given year, there is no cap proposed. It is agreed by the parties that any recommendations, which affect the Master Agreement must be submitted to the negotiating teams for concurrence.
- H. The parties will meet on the first school day of October, December, February and April. Parties have the right to determine their own team participants. Specific days and times will be agreed upon the first week of school. The parties may meet more often by mutual agreement.

The parties will acknowledge the problems that are raised as legitimate and will attempt, utilizing the IBB process, to find solutions to the problems.

If the parties mutually agree that the resolutions to a problem requires an addition or modification to the master agreement. They are empowered to alter the contract, subject to ratification by the parties.

ARTICLE XII

EMPLOYMENT STANDARDS

The parties to this Agreement reaffirm the retention by the Board of the exclusive authority to select and employ new professional personnel in the school district. However, in keeping with the high standards of the community, the Board agrees to the following statement of policy in this regard.

- A. To the extent possible, only teachers and nurses who possess the highest qualifications will be given consideration for employment in Plymouth-Canton Community Schools.
- B. A teacher in the Plymouth-Canton Community Schools shall be the holder of at least a bachelor's degree from an accredited college or university. However, the Board may employ "vocationally certified" instructors not to exceed one percent (1%) of the bargaining unit, exclusive of Alternative Education teachers.
- C. All teachers must hold Michigan Teachers' Certificates valid for their work assignment. Failure to have or keep such certificate shall invalidate the contract of such teacher.
- D. Each teacher shall meet the highly qualified definition for each subject area in which the teacher is assigned, as needed or required, pursuant to the requirements mandated by the Every Student Succeeds Act (ESSA) legislation and the Michigan Department of Education regulations.
- E. Preference in the employment of new teachers shall be given to those candidates with successful professional experience related to the assignment.

ARTICLE XIII

LEAVE POLICIES

The forms necessary and the basic policy for leaves appear in the Board Policy and Procedures Manual and have been agreed upon except that the following modifications and additions take precedence. The Board may require verification of eligibility for any leave provided herein.

A. SABBATICAL LEAVE

1. Professional employees who have been employed by the Plymouth-Canton Community Schools for a minimum of seven (7) consecutive years shall be eligible for a sabbatical leave. If granted the said employee shall be paid one half of his/her annual salary and full related fringe benefits.
2. A sabbatical leave shall be available to eligible professional personnel in order to provide an opportunity for professional improvement through formal study, research, writing and travel, or other types of experiences through which the general welfare of the Plymouth-Canton Community Schools will benefit.
 - a. An applicant must hold a permanent type teaching certificate.
 - b. Absence from service in the district for a period of not more than one year, under a leave of absence without pay granted by the Board for professional improvement or restoration of health, shall not be deemed a break in the continuity of service required in this section. Subsequent sabbatical leaves may be granted after eligibility has been re-established by service of an additional seven (7) years as a full-time employee.
 - c. Applicant must agree to return to the service of the Plymouth-Canton Community Schools immediately upon termination of sabbatical leave and to continue in such service for a period of two (2) years, unless physical disability makes this impossible or there is mutual agreement to the contrary. A signed agreement in the form of a promissory note shall stipulate that the failure of the teacher to provide such service shall result in the obligation to reimburse the district a proportionate part of the salary paid to him/her during the sabbatical leave, determined by the fraction of the two (2) years not served following the leave.
3. Application shall be made to the sabbatical leave committee not later than February 1 for a leave beginning the first semester of a school year or October 1 for a leave beginning the second semester of a school year. Such application shall be accompanied by a detailed plan for the period of the sabbatical leave as outlined on the prescribed form and in accordance with the criteria listed on that form.
4. The sabbatical leave committee shall consist of two representatives of the Association and a principal. They shall prepare a priority listing of eligible candidates and recommend names for sabbatical leave appointments within 30 days of application deadlines to the Superintendent, or his/her designee, for Board approval. In recommending approval of an application the committee shall consider the date of application, the purpose of the leave, the seniority of service to the school system, the professional growth of the staff member, the potential benefit to the school system and other factors deemed pertinent by the committee. The Board shall grant sabbatical leaves not to exceed two percent (2%) of the total teaching staff. Notice of the Board's decision shall be given the applicant within sixty (60) days of application deadlines.
5. A teacher, upon return from a sabbatical leave, shall be restored to his/her former position or to a position of like nature and status and shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district during such period.
6. A sabbatical leave may be granted for a period of not less than one (1) full semester nor for more than two (2) full consecutive semesters.

7. The employee shall immediately request approval from the Superintendent, or his/her designee, for substantial change in the planned program of the leave as outlined in the approved application.
8. Each employee on a sabbatical leave shall submit a mid-point written report stating his/her progress and on returning from leave shall file a final written report with the Superintendent, or his/her designee, including the names of institutions attended, courses pursued, credits received, experience gained together with the applicant's appraisal of the professional value of the activities while on leave and the manner in which the knowledge and experience gained may be applied to the benefit of the school system.
9. The Board reserves the right to extend a sabbatical leave at full pay to an applicant on a special assignment for the Plymouth-Canton Community Schools provided the applicant guarantees to fulfill a four (4) year commitment immediately following his/her return.

B. UNPAID LEAVES

Eligibility for any kind of leave of absence except military leave shall be dependent upon a satisfactory record of at least two (2) years continuous employment.

1. A leave of absence of up to two (2) years shall be granted to any qualified teacher, upon application to the Superintendent, or his/her designee, for approval of the Board, for the purpose of participating in exchange teaching programs in other states, territories or countries; foreign or military teaching programs; the Peace Corps, Teacher's Corps or Job Corps as a full time participant in such program provided said teacher states his/her intention to return to the school system. Upon return from such leave a teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district during such period.
2. A leave of up to two (2) years for professional growth activities may be granted by the Superintendent, or his/her designee, with the approval of the Board of Education.
3. A leave of absence of up to two (2) years shall be granted to any qualified teacher, upon application, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities.

Upon approval of the Board of Education one-half increment or one full increment on the salary schedule may be granted provided the advanced study relates directly to a need in the Plymouth-Canton Community Schools; has specific approval of the Superintendent, or his/her designee, prior to the study being conducted; and, written evaluation by Plymouth-Canton Community School administrators indicates the study was conducted in a way that rendered a service to the school district during such period.

4. 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 a teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district during such period.

Any employee of the Plymouth-Canton Board of Education covered by this Agreement who is a member of the National Guard or any other reserve component of the Armed Forces of the United States will be entitled to a leave of absence without loss of time or vacation time during which he/she is engaged in the performance of official duty or training in this State or in the United States under competent orders. While on such leave he/she shall be paid an amount which when combined with his/her military pay would equal his/her regular salary not to exceed a total of ten working days in any one calendar year.

5. Upon the recommendation of a physician acceptable to both the qualified applicant and the Board, a health leave shall be granted up to a maximum of one (1) year plus any unfinished year. At the end of such leave the employee must either return or resign unless a special extension is recommended by the Superintendent, or his/her designee. When the employee's health permits his/her return, he/she shall so inform the Superintendent, or his/her designee, in writing and submit a statement from a physician certifying his/her fitness to return.
6. Notice of intention to return or resign must be sent in writing to the Superintendent, or his/her designee, by March 15 of the leave year. Failure to provide such notice shall be the equivalent of resignation.
7. While on leave an employee will maintain full continuing status and will maintain all employment rights held before leave was taken. However, fringe benefits will be provided only if the employee assumes the cost of premiums for such benefits.
8. The Board of Education shall grant a disability maternity leave of absence (LOA) to a member of the bargaining unit upon written request to the Human Resource Office sixty (60) days prior to the date of commencement of such leave. Said leave to be granted in accordance with the following:
 - a. A prospective parent will commence her leave upon the birth of child, a time jointly determined by the teacher and her physician or adoptive agency or Probate Court. Likewise, she may terminate the leave any time after the birth or adoption of the child upon thirty (30) days notice, provided that she is physically able to perform her teaching responsibilities.
 - b. After the disability LOA the initial leave period may be extended as a child care LOA for the duration of the unfinished school year when leave was granted, plus an additional year or two (2) consecutive semesters excluding a summer semester. Upon written request of the teacher and approval of the Board, the child care leave may be extended up to two (2) additional school years.
 - c. In the event of the death of the child or other emergency, the leave of absence may be terminated upon seventy-two (72) hour notice by the teacher.
 - d. In addition to the above provisions, the following options are available to expecting/adoptive teachers:
 - (1) **DISABILITY LOA**: A six (6) week to eight (8) week paid disability LOA absence, which would entail use of sick days (including thirty (30) day extension policy) and or request to borrow five (5) days from next year allotment of leave days. If the disability LOA were for more than six weeks, the administration will request a doctor's statement on a regular basis, or request a second opinion, and
 - (2) **CHILD CARE LOA**: A teacher would be allowed a Child Care LOA for the balance of the school year and/or is entitled to an additional year, as per the Master Agreement, or
 - (3) **CHILD CARE SHORT TERM LOA**: A teacher who elects a Child Care short-term LOA pursuant to (1) above, shall be allowed an unpaid leave of up to one semester at the teacher's option, with a guarantee of her current

position. If the leave is for more than one semester, then the teacher shall be placed in a comparable position, if available.

- (4) **PARENTAL LOA:** A teacher who elects a Parental LOA shall be allowed to take six (6) weeks of paid time from their paid leave days bank and may use the P-CCS Thirty (30) Day Emergency Bank and or borrow five (5) days from next year allotment of leave days. This would be the non-birth parent making the request. Parental leave of six (6) weeks can be divided into two (2) discrete segments of at least one (1) week or taken all at one (1) consecutive block during the baby's first 12 months.
 - (5) **ADOPTION LOA:** A teacher requesting a leave of absence (LOA) for adoption will be granted six (6) weeks of paid time. The teacher will use personal leave bank days and may use the PCCS Thirty (30) Day Emergency Bank and or request five days from next year allotment of leave days. Adoption LOA can occur intermittently.
9. Upon written request of a teacher a leave of absence may be granted by the Superintendent, or designee, with the approval of the Board of Education for other reasons including alternative career exploration, child adoption, or child care.
 10. An employee returning from a leave of absence shall be offered a position commensurate with training, experience and certification. A specific position in a specific school cannot be guaranteed on return from a leave of absence, but reasonable effort shall be made to return the employee to original position.
 11. When the leave of absence expires during a school year, every effort shall be made to place the employee in an appropriate position as soon as such a position is available. Employees shall be offered a position following a leave of absence not later than the beginning of the next following school year.

C. WORKERS' COMPENSATION

If a teacher is injured while at work and uses Workers' Compensation, they will use one (1) sick day for every two and a half (2.5) days on Workers' Compensation. This will offset the Workers' Compensation and keep their salary whole without a loss of income.

ARTICLE XIV

PROFESSIONAL COMPENSATION

- A. The salaries and differential of employees covered by this Agreement and the eligibility requirements therefore, are set forth in pertinent part in Appendices A, B, C and D which are attached to and made a part of this Agreement. Also included in Appendix A are the schedules for the school year and various provisions for payments and deduction.
- B. Full credit will be given for all teaching experience in the Plymouth-Canton Community Schools, except substituting. Additional years of credit for outside teaching experience may be recommended at the discretion of the administration. One (1) full semester, at least ninety (90) days of teaching inclusive of excused absences, shall be credited as one-half year on the salary schedule. Teachers who are allowed half-year credit shall be placed on the appropriate step on the salary schedule.

However, teachers hired within the first six (6) weeks of a semester will be given full credit for a semester on the salary schedule.

The Superintendent, or his/her designee, may recommend credit for other than public school or college teaching experience, if, in his/her opinion, it contributes to the qualifications of the teacher for a particular assignment. This could include military service, Peace Corps, VISTA and other job related experience, which would be in the same field as the teaching area assigned and a direct relationship exists. Ordinarily this would be work, which may be required for vocational certification. Any decision regarding related work experience shall be subject to review at the request of the Association or an individual teacher. However, the Superintendent's, or his/her designee's, decision on related experience shall be final.

This section relating to previous experience credit shall be effective only for all newly hired teachers following the ratification date of this Agreement and shall not be retroactive in any respect to teachers presently employed by the Board.

- C. Teachers on an unpaid leave of absence of forty-five (45) school days or less in one school year shall receive full credit on the salary schedule for the year. Teachers on an unpaid leave of absence of forty-six (46) workdays through one hundred and twenty (120) workdays in one school year will receive one semester credit on the salary schedule. Teachers on an unpaid leave of one hundred and twenty one (121) workdays or longer in one school year will not receive credit on the salary schedule.
- D. All full and part time teachers will advance a full step on the salary schedule every school year. Teachers who are initially employed during the 31st to the 120th days of the school year will receive one semester credit on the salary schedule. Those teachers employed after the 120th day will remain on the same salary schedule for the following school year.

ARTICLE XV

COPY OF AGREEMENT

The Board and Association will have available and provide to all parties concerned, upon request, copies of this Agreement. The cost of such shall be borne equally by the Association and the Board. Format and supplier to be mutually agreed upon. A digital copy of this agreement will be provided to all PCEA members upon ratification.

ARTICLE XVI

CONFORMITY TO LAW - SAVING CLAUSE

If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.

In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE XVII

CONTRACTUAL OBLIGATIONS

The Board and the Association subscribe to the principle that differences shall be resolved by appropriate and peaceful means, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this Agreement it shall not direct, instigate, participate in, encourage, or support any strike against the Board by any teacher or group of teachers.

ARTICLE XVIII

ACADEMIC FREEDOM

The Board recognizes and respects the right of citizens to make suggestions for the improvement of public schools but maintains that no group can deny academic freedom to educators. The Board recognizes that the education profession has both the right and the responsibility to insist that children must be free to learn and teachers free to teach broad areas of knowledge, including those considered controversial. The teacher recognizes that the student has the right and freedom to form opinions or conclusions on the factual information presented on both sides of a controversial issues, and further, that the teacher will refrain from indoctrinating the student with his/her own predetermined opinion on the issue.

- A. Therefore, academic freedom shall be guaranteed to teachers and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning subject to accepted standards of professional responsibility set forth in the Code of Ethics of the Education Profession.
- B. Whenever any group or individual brings charges against a teacher concerning the teacher's freedom to teach, or whenever any teacher faces charges made by any group or individual for violating either the letter or spirit of this Article, or for abusing the right guaranteed under the Article in any respect, that teacher is entitled to "due process under the law," of which shall include at least:
 - 1. Reasonable notice of the charge.
 - 2. Specific notice of the charges or charge so that he/she may be able to defend against and rebut such allegations.
 - 3. The names comprising the group or the name of the individual bringing the charges or charge.
 - 4. The right to be represented by legal counsel.
 - 5. The right and opportunity to rebut charges at an impartial hearing.
 - 6. The right and opportunity to rebut them in a competent court of law, if the teacher's future employment is threatened, due to or related in any way to the charges or charge brought against that teacher by any group or individual.

ARTICLE XIX

STAFF SENIORITY, REDUCTION AND RECALL

- A. Seniority for full or part time professional staff shall be defined as total years of contractual certified service to the Plymouth-Canton Community Schools as defined by the Association recognition clause in Article I computed from the first day they reported for work.

All leaves of absence shall not be an interruption of seniority.

Teachers will receive one (1) year of seniority for each year the teacher is employed or on an approved leave of absence.

If a person resigns, or otherwise leaves the employment of the district other than on an approved leave of absence, and subsequently returns, he/she will be entitled to reinstatement of his/her previous earned seniority if:

A) Written notice is received by Human Resources Department from the teacher by July 1st of the year of the termination,

B) The teacher does not terminate his/her employment prior to the end of a school year, and

C) He/she is re-employed by the district prior to the beginning of the school year which begins three (3) years after the termination date.

If any of the above three (3) conditions are not met, seniority will be computed from the first day he/she reports to work after returning to the employ of the Board. (e.g., written notice of termination is received June 1, 1996 to be effective at the end of the 1995-96 school year and the teacher is rehired by the district August 15, 1999. The teacher will receive previously earned seniority).

All administrators who have accrued seniority in the teacher's bargaining unit prior to September 1, 1976, pursuant to Article XIX, Section H., may fill only a vacant position within the bargaining unit as defined by Article I. Any administrator hired after September 1, 1976, shall not accrue seniority in the teacher bargaining unit.

Part time employees will receive a full day of seniority for each day worked. If the assignment is for a full school year, regardless of the schedule, the teacher will receive a full year of seniority.

It is understood that these seniority provisions have no impact on any provision affecting salary including but not limited to salary step placement or longevity.

- B. A seniority list shall be compiled each school year. This year shall take into account the actual or projected days of seniority to the end of each school year, and a finalized listing, with any corrections, shall be available by May 1st of each year. All teachers shall be ranked on the list computed from the first day they reported to work as a member of the bargaining unit.

In determining layoff or recall for any subsequent school year, this projected and corrected May 1st list shall prevail and be the effective list used for the full subsequent year, and shall remain as the seniority standing for employees until the new list is projected and/or finalized.

Nurses shall have a separate seniority list. All layoffs and recall of school nurses shall be by seniority.

- a. In the circumstances of more than one individual teacher with the same number of service years defined as seniority in Article XIX, Section H., the individuals so affected will participate in a drawing, by lot, to determine position on the seniority list. The Human Resources Department will notify the Association and teacher so affected in writing of the date, place and time of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected teachers and P.C.E.A. representatives to be in attendance.
- b. Certified and highly qualified positions will be posted after teachers to whom the District has an employment obligation, consistent with certification, have been placed. Postings will be for at least five (5) work days. The Human Resources Administrator shall be responsible for these postings. Postings shall be sent to each building principal, the PCEA Chairperson in each building, and the PCEA President. The posting shall include, at a minimum, the subject assignment, if applicable, and qualifications. Any special education vacancy which arises after the first day of the second semester, may be filled by a long term substitute teacher. Any general education vacancy which arises after April 1st may be filled by a long term substitute teacher.

ARTICLE XX

EXTENDED SCHOOL YEAR

- A. The salaries, if differentials, of teachers in the Extended School Year (ESY) Program in the Plymouth-Canton Community Schools shall be provided in Appendix A, B, C and D, with the following stipulations:
1. The anniversary date of each employee in the ESY program shall be the opening school day of the program of each year for salary, retirement, fringe benefits, leave benefits, tenure provisions, vacations, transfers and assignments.
 2. Teachers shall have the opportunity to work more than the total contract days listed in the regular school calendar.
 3. All instructional work beyond the school year as listed in the calendar and school day as defined in Article VI shall be prorated on a per diem basis and shall be paid at a prorated per diem rate of the teacher's annual salary for each extra day worked.
 4. Assignments in excess of the teacher's regular assignment shall be voluntary, and shall be paid as stipulated in A-3, cited above.
- B. The ESY Program shall have all leave days prorated per the existing Agreement leave clause cited on the previous page (i.e., probationary teachers one (1) extra leave day for every 18.5 additional days of work; tenure teachers, one (1) extra leave day for every 15.5 additional days of work, tenure teachers with five (5) years of service one (1) extra leave day for every 12.0 additional days work).
- C. Building space to be used during the summer months for classes, library, study hall, teacher preparation time, administration and similar purposes shall be so selected or environmentally controlled as to provide for comfort and health with respect to temperature, humidity, ventilation and lighting as provided in (Act 306, Public Acts of 1937 as amended), the Michigan Department of Education School Plant Planning Handbook (1975) Physical Environment of the Building (IV, Pages 39-45, 57-59).
- D. Adequate supplies, materials, equipment and in-service training shall be provided all staff which enter the ESY program.
- E. TSY Plymouth-Canton staff members shall be given priority status as daily substitutes in the ESY program at the daily substitute rate.

Teachers to be considered for the above duties must declare their intention in writing to the Human Resources Department.

TSY, ESY or laid off Plymouth-Canton staff members shall be given priority status to temporarily replace regular ESY staff members while they are on vacation (i.e., summer periods or 3-week breaks). These teachers shall be paid their per diem rate of pay.

ESY off-track teachers shall not be called as daily substitutes unless they have previously volunteered in writing to substitute.

- F. When necessary, and on a schedule determined by mutual agreement of the individual teacher and building principal involved, up to twelve (12) additional hours per track vacation period shall be granted for the purpose of setting up and taking down. These shall be in excess of in-service time and shall be paid at the teacher's per diem rate of pay. It is understood that the number of hours agreed upon may be less than twelve (12). Six (6) hours of set up/take down time shall be considered one school day.

- G. Teachers and administrators of an ESY building will work together to establish guidelines and to implement the program in the building.

ARTICLE XXI

MISCELLANEOUS

A. MEETINGS

The representatives of the Association and the Board shall meet monthly on an informal basis to discuss problems of mutual concern.

B. BOARD POLICIES AND PROCEDURES

All existing Board Policies and Procedures concerning those persons covered by this Agreement, if not changed in this Agreement, shall remain in effect and no change will be made in any way during the term of this Agreement without negotiation with the Association.

If conflict exists between old and new policies, which affect teachers, old policies and procedures will prevail until they are resolved by mutual agreement.

This does not apply to any Board Policies or Procedures which relate to items that are prohibited subjects of bargaining pursuant to MCL 423.215(3).

C. JURY DUTY

An employee called for jury service or subpoenaed as a witness will be granted leave with full pay. However, the money earned as a juror less receipt supported parking fees shall be turned in to the business office. The employee shall retain the money received for mileage.

D. CALENDAR ADJUSTMENT

In the event there is a state law requirement to make up pupil count days lost for emergency school closing, a Joint Committee of Association and Administration, six persons (6), shall be convened to adjust the calendar in order to meet State Law Requirements.

D. CHANGES

On all items sought to be negotiated, this contract represents the entire agreement of terms and working conditions between the parties for the duration of this Agreement. There shall be no changes in these provisions without mutual agreement between the parties.

It is noted and understood that the reorganization of this new document by the consolidation of the past Letters of Understanding, past Extension Adjustments, Agreements, Articles and Section Headings and interpretations, are not intended by this document to change any language, interpretations, or practices, except as specifically and previously agreed to in negotiations.

ARTICLE XXII

STAFF PARTICIPATION: CURRICULUM DEVELOPMENT, INCREASING INSTRUCTIONAL EFFECTIVENESS, SCHOOL IMPROVEMENT AND MICHIGAN SCHOOL ACCOUNTABILITY

- A. The Board of Education and the Association recognize the importance of staff participation in the process(es) of curriculum development; increasing instructional effectiveness through such avenues

as staff development and in-service training; and, school improvement planning, including issues related to Michigan School Accountability.

- B. The parties further recognize that change is a constant and thus influences the nature of teaching and learning. Therefore, a commitment to increased effectiveness regarding instructional programs and services is a mutual responsibility of the school district and the instructional staff. Such commitment can best be carried out in a climate that continues, supports and assures the opportunity for staff involvement.
- C. Staff participation is strongly encouraged. While the decision to accept the invitation to participate in matters of curriculum development; increasing instructional effectiveness; and school improvement is voluntary outside the contractually required work hours, the opportunity for such involvement will continue to be provided at the district and building level.
- D. For schools that achieve Michigan School Accountability, an agreed upon merited sum will be distributed to each teacher in the building.

ARTICLE XXIII

DURATION

This Agreement and each of its provisions shall be effective as of July 14, 2021 and shall continue in full force and effect until August 15, 2024.

Negotiations for a subsequent agreement will commence at least ninety (90) days prior to the expiration of this Agreement.

Except as provided in the paragraph above, neither party shall demand any modification to any provision of the Agreement except by mutual agreement. Parties agree to proof the contract within 4 weeks of the receipt of the draft.

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

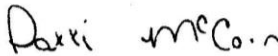
IN WITNESS WHEREOF, the party hereunto set their hands and seals this 14th day of July 2021.

Plymouth-Canton Education Association

Plymouth-Canton Community Schools




Heather Fitchpatrick, President



Patti McCoin
President, Board of Education



James Lockwood, Chief Negotiator



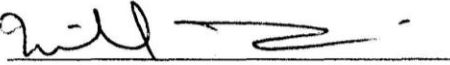
Doug Brooks, Secretary, Board of Education



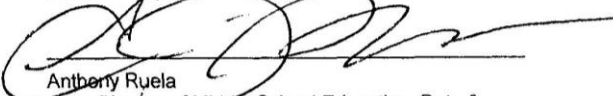
Seth Furlow, MEA UniServ Director



Dr. Elizabeth Vartanian-Gibbs
Assistant Superintendent of Human Resources



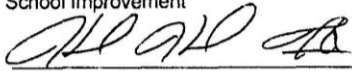
Michael Guinta




Anthony Ruela
Exec Director of Middle School Education, Data & School Improvement



Charles Hameline



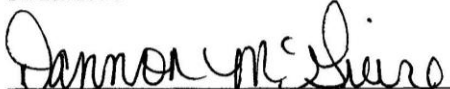
Hal Heard III
Director of High School Education



Bill Lembesis



Dr. Deirdre Brady
Director of Curriculum & Professional Development




Dannon McGuire



Maureen Molloy
Director of Elementary Education



Christine Rushlow



Dr. Denise Lilly, PhD
Director of Diversity, Equity, & Inclusion

APPENDIX A

Plymouth-Canton Community Schools P-CEA Salary Schedule 2021/22 Step increase 2% increase all steps, effective 9/2021 Remove steps BA 1.0-2.5 and MA and MA +30 1.0-1.50			
Step	BA	MA	MA+30
1.0	45,474	47,620	48,796
1.5	46,654	49,013	50,190
2.0	47,834	50,406	51,584
2.5	49,014	51,800	52,979
3.0	50,194	53,193	54,373
3.5	51,374	54,586	55,767
4.0	52,554	55,980	57,162
4.5	53,735	57,373	58,556
5.0	54,915	58,766	59,951
5.5	56,095	60,160	61,345
6.0	57,275	61,553	62,739
6.5	58,455	62,946	64,134
7.0	59,635	64,340	65,528
7.5	60,815	65,733	66,922
8.0	61,996	67,126	68,317
8.5	63,176	68,520	69,711
9.0	64,356	69,913	71,105
9.5	65,536	71,306	72,500
10.0	66,716	72,699	73,894
10.5	67,896	74,093	75,288
11.0	74,219	75,486	76,683
11.5		76,879	78,077
12.0		78,273	79,471
12.5		79,666	80,866
13.0		87,103	88,387

Plymouth-Canton Community Schools
P-CEA Salary Schedule
2022/23
Step increase
1.50% increase all steps

Step	BA	MA	MA+30
1.0	46,156	48,334	49,528
1.5	47,354	49,748	50,943
2.0	48,552	51,162	52,358
2.5	49,749	52,577	53,774
3.0	50,947	53,991	55,189
3.5	52,145	55,405	56,604
4.0	53,342	56,820	58,019
4.5	54,541	58,234	59,434
5.0	55,739	59,647	60,850
5.5	56,936	61,062	62,265
6.0	58,134	62,476	63,680
6.5	59,332	63,890	65,096
7.0	60,530	65,305	66,511
7.5	61,727	66,719	67,926
8.0	62,926	68,133	69,342
8.5	64,124	69,548	70,757
9.0	65,321	70,962	72,172
9.5	66,519	72,376	73,588
10.0	67,717	73,789	75,002
10.5	68,914	75,204	76,417
11.0	75,332	76,618	77,833
11.5		78,032	79,248
12.0		79,447	80,663
12.5		80,861	82,079
13.0		88,410	89,713

**Plymouth-Canton Community Schools
P-CEA Salary Schedule
2023/24**

Step increase

1.50% increase all steps

MA step 13=\$90,000 MA+30 step 13= \$91,268

Step	BA	MA	MA+30
1.0	46,848	49,059	50,271
1.5	48,064	50,494	51,707
2.0	49,280	51,929	53,143
2.5	50,495	53,366	54,581
3.0	51,711	54,801	56,017
3.5	52,927	56,236	57,453
4.0	54,142	57,672	58,889
4.5	55,359	59,108	60,326
5.0	56,575	60,542	61,763
5.5	57,790	61,978	63,199
6.0	59,006	63,413	64,635
6.5	60,222	64,848	66,072
7.0	61,438	66,285	67,509
7.5	62,653	67,720	68,945
8.0	63,870	69,155	70,382
8.5	65,086	70,591	71,818
9.0	66,301	72,026	73,255
9.5	67,517	73,462	74,692
10.0	68,733	74,896	76,127
10.5	69,948	76,332	77,563
11.0	76,462	77,767	79,000
11.5		79,202	80,437
12.0		80,639	81,873
12.5		82,074	83,310
13.0		90,000	91,268

2021/22

- Full step awarded September 2021
- 2% increase on all steps
- Remove BA 1.0-2.5 and MA & MA+30 1.0-1.5
- Additional .5% payment off-schedule on top step, to be divided each pay through June 2022
- Early Childhood – step increase and steps added to schedule

STEP	2021/22 Step increase Added Steps 5-8	2022/23 Step Increase	2023/24 Step Increase
1	\$22.10	\$22.10	\$22.10
2	\$22.70	\$22.70	\$22.70
3	\$23.33	\$23.33	\$23.33
4	\$23.61	\$23.61	\$23.61
5	\$24.08	\$24.08	\$24.08
6	\$24.56	\$24.56	\$24.56
7	\$25.05	\$25.05	\$25.05
8	\$25.55	\$25.55	\$25.55

- **Bonus Payment**
In year one (1), a \$1,000 bonus payment will be paid to all teachers who were employed at the start of the 2020/2021 school year and worked at least one hundred twenty (120) days. This payment will be prorated based on FTE.

In year one (1), a \$500 bonus payment will be paid to all teachers employed at the start of the 2020/21 school year who worked between ninety and one hundred nineteen (90-119) days. This payment will be prorated by FTE.

In year one (1), a \$500 bonus payment will be paid to all teachers employed after the start of the 2020/21 school year who worked at least ninety (90) days. This payment will be prorated by FTE.

Anyone employed during the 2020/21 school year and who resigns or retires before the start of the 2021/22 school year shall not be eligible for any bonus payment.

All bonus payments will be paid on the September 25, 2021 paycheck.

2022/23

- Full step awarded September 2022
- 1.50% increase on all steps
- Early Childhood – step increase
- Additional .5% payment off-schedule on top step, to be divided each pay through June 2023

2023/24

- Full step awarded September 2023
- 1.50% increase on all steps, except top steps of MA and MA+30
- MA step 14 = \$90,000 and MA+30 step 14 = \$91,268
- Early Childhood – step increase

Salary Schedule - Fringe Benefits

1. All school district nurses shall be entitled to all fringe benefits as outlined in the Master Agreement.

2. HEALTH PROGRAM

The Board reserves the right to select the third party administrator and to bid prescription drug rider. The district will notify PCEA leadership of bid opening dates to allow PCEA representatives to attend the yearly bid opening meeting. Open enrollment will be May to be effective the following September.

- a. The Plymouth-Canton Community Schools agrees to adhere to the hard cap provision set forth in PA152. The district will pay for health care expenditures, not including any employer contribution to an HSA, each year not to exceed the hard cap limits set forth in PA152, for all full-time employees. Employees who are insured through the district program will contribute the amount that exceeds the hard cap limit. These contributions will be payroll deducted. *See Appendix H for details.*
- b. Personnel hired prior to the opening of school will be covered as of the date of school opening. Those hired after school has begun will be covered the first day of employment following such employment provided proper application in writing has been made in advance.
- c. All health coverage plans will include uncapped annual and lifetime outpatient mental health coverage.
- d. A Flexible Spending Account for employee contributions has been established to include medically related expenses and dependent care expenses in accordance with the I.R.S. regulations.
- e. The Board will offer teachers an opportunity to enroll in Short Term Disability coverage. Cost of this coverage and any associated fees will be the responsibility of the employee and will be processed through a payroll deduction plan on a post-tax basis. Employees may enroll at any time.
- f. The school district shall offer a Section 125 POP (Premium only Plan)

3. DENTAL PROGRAM

- a. Plymouth-Canton Community Schools' Board of Education shall pay the cost of dental coverage up to full family coverage. *See Appendix H for details.*
- b. Dental coverage will begin on the first day of the month following employment.

4. LONG-TERM DISABILITY PROGRAM

For all persons covered by this Agreement, the Board agrees to pay one-hundred percent (100%) of the cost of an income protection insurance policy which shall provide sixty-six and two-thirds (66- 2/3%) percent of gross earnings, after a ninety (90) calendar day waiting period, less any amounts paid or payable under Worker's Compensation Insurance and full disability benefits received from Social Security and Retirement Benefits limited by the express terms of an insurance policy presently in force in the school district. This shall include the following maximum monthly benefits: \$4,500.

Long-term disability insurance coverage will begin on the first day of the month following employment.

The board will pay six (6) months of health insurance for teachers on long-term disability beyond the twelve (12) weeks of Family Medical Leave Act (FMLA).

5. VISION PROGRAM

The Board agrees to pay vision coverage (VSP2 or equivalent) for all persons covered by this agreement on an internal and external coordination of benefits basis. Vision program coverage will begin on the first day of the month following employment. *See Appendix H for details.*

6. LIFE INSURANCE

The Board agrees to pay Term Life Insurance coverage.

Employees will have the option to enroll in additional voluntary life insurance with the premiums to be paid through payroll deduction on a post-tax basis.

7. CREDIT HOURS

The Board agrees to pay annually for each semester hour of credit earned at an accredited college or university an amount of \$30 per semester hour.

- a. Semester hours earned after the Bachelor Degree + 18 hours, to a limit of twelve (12) hours, after receipt of a current valid provisional teaching certificate.
- b. Semester hours earned after the Master's Degree, or which have been taken simultaneously with semester hours which result in the grant of the Master Degree, to a limit of thirty (30) hours.

Credit must be a part of a program toward a higher degree, must be taken in a field of study directly related to his/her teaching assignment, or, must have the approval of the Superintendent, or his/her designee. Teachers must have their official transcripts in the Superintendent's, or his/her designee's, office not later than October 31 in order to receive salary credit for the year. Qualifications for payment on an advance salary schedule shall result in such change at a semester point, upon evidence of completion.

Additional semester hours credit over those previously approved shall have been completed after the effective date of the previous collective bargaining agreement between the parties.

8. COLLEGE TUITION

The Board agrees to pay the tuition for college credit hours beyond the M.A. + thirty (30) if the application for approval is signed by the Superintendent, or his/her designee.

9. PAID LEAVE DAYS

- a. The Board agrees to grant paid leave days for the purpose of illness of the teacher or an immediate family member, bereavement, religious holiday, and personal business each year.

A personal illness day is a day for personal illness or medical appointment which prohibits an employee from reporting to work.

A family illness day is a day for family illness or medical appointment which prohibits an employee from reporting to work.

Immediate family members for family illness shall be defined as spouse, mother, father, child, step-mother, step-father, step-child, siblings, mother/father/daughter/son-in-law, grandparents, or any other individual for whom the teacher is legal guardian.

First and second year probationary teachers shall be granted 10 days per year. Third, fourth- and fifth-year teachers shall be granted 12 days per year. Teachers with six or more years of service in the Plymouth-Canton Community Schools shall be granted 15 days per year. This time will be prorated for teachers who take unpaid leave days based on the number of days on payroll divided by the number of total work days that year multiplied by the number of days the teacher is entitled to receive.

All Personal Business days are deducted from the accumulated sick leave bank of the teacher.

Leave policy to include accumulative to 180 days.

Summer school teachers will not receive leave time for their teaching, but may use their accumulated sick leave bank on a fractional-day charge.

b. PERSONAL BUSINESS DAY

Each teacher's leave bank will include four personal business days to be used yearly without approval of the administration.

The request for a personal business day will be made, three (3) work days in advance by the teacher except in cases of emergency.

Personal business days cannot be used for time immediately before or after an established holiday or vacation period during the school year or before summer recess. Requests for a day before or after a holiday or vacation period must be submitted to the Human Resources Administrator at least five (5) work days prior to the requested absence. All approvals will be without pay except to attend a wedding, to participate in graduation, or to assist in moving a child/dependent to a college or university. The decision of the Human Resources Administrator will be final.

Personal business days may be taken during the first five (5) days of the school year upon approval of the Human Resources Administrator for the following reasons: to attend a wedding, to participate in a graduation, or to assist in moving a child/dependent to a college or university. The Human Resources Administrator may also grant personal business days for other reasons at his/her discretion.

No personal business day will be granted during the first instructional day for students. Teachers are highly encouraged to work on this day; however, if the day is requested and approved for one of the reasons or at the discretion of the Human Resources Administrator, the approval for this particular absence will be without pay.

Requests for personal business days during the first five days of school must be submitted at least five (5) workdays prior to the requested absence. Up to 15 requests will be granted, on a first come first serve basis, provided there are sufficient substitutes available; however, at the discretion of the Human Resources Administrator, additional requests may be granted. All personal business days approved during this time will be charged to the employee's

personal leave bank. The decision of the Human Resources Administrator to approve or deny personal business days during the first five (5) days of the school year is final.

Each teacher will contribute one-half (1/2) of one day from his/her leave bank to establish a Personal Business Bank to be administered by the PCEA (maximum of 500 days). After exhausting his/her personal business days, a teacher may apply to the PCEA Personal Business Bank for use of day(s) for legitimate personal business that cannot be conducted outside of the regular school day. If the PCEA Personal Business Bank falls below 100 days, teachers will contribute additional leave days.

c. RELIGIOUS HOLIDAY

The following guidelines will be followed as it pertains a teacher's request to use personal leave days on religious holidays.

1. Teachers who request an absence on an acknowledged religious holiday, must record in the attendance system five (5) days in advance of the absence.
2. If there are questions or concerns, the Human Resources Administrator or designee may contact the employee for clarifying information.
3. Absences used for the observance of religious holidays will be deducted from the employee's personal leave bank; however, these absences will not constitute an undeclared personal business day as provided in the Master Agreement.

10. RETIREMENT ALLOWANCE

In appreciation for services to the school district, a retirement payment of one hundred dollars (\$100) per year of service, to the District, shall be paid upon retirement, provided the teacher shall have been employed in the school district for at least ten (10) years and is eligible and has made application for Michigan School Employees Retirement Fund benefits. Payment will be made upon evidence that application has been made with reasonable assurance that the retiring teacher qualifies. This is for bona fide retirement and does not apply to other separations.

11. VOLUNTARY RETIREMENT COMPENSATION

Any teacher who retires shall be given a Voluntary Retirement Compensation pay of \$7,500. This payment is in addition to other retirement benefit payments specified.

A teacher must have ten (10) years of teaching experience in P-CCS to be eligible for the benefits described in this section.

Retirement means the teacher must make application for benefits under the MPSERS (Michigan Public School Employee Retirement Services) with reasonable assurance that the employee qualifies and cannot service the Plymouth-Canton Community Schools in any future paying capacity without the approval of the Superintendent. This section applies to bona fide retirement and does not apply to other separations or conditions that are not purely voluntary in nature.

12. 403(b) SPECIAL PAY PLAN

Plymouth-Canton Community Schools, the employer, has adopted a 403(b) special pay plan. Therefore, the following items currently in P-CCS/PCEA Master Agreement, voluntary retirement compensations, retirement allowance, and any other "special pays" (tax qualified and retirement severance pays) will be paid through Plymouth-Canton Community Schools 403(b) Special Pay Plan.

For those employees participating in the 403(b) plan, who are less than 55 years of age in the year of separation of service, will have 60 days from the day of 403(b) special pay payment to be held harmless. The 403(b) special pay plan allows for a "hold harmless" provision for those under 55 years of age who liquidate their account. The plan sponsor, Plymouth-Canton Community Schools, will make the individual whole with regard to the IRS penalty of 10% on the special pay plan distribution amount.

13. **20 PAY / 24 PAY PLAN**

All contract teachers will be paid on a twenty-four (24) pay plan extending for a twelve (12) month period. Teachers may exercise the option of being paid on a twenty (20) pay plan extending for a ten-month period, if they sign such an option form prior to August 15. Option will be on a continued basis unless changed by the employee by the proper time limitation. Pay dates will be scheduled for the tenth (10th) and twenty-fifth (25th) of each month. If any of these dates falls on a Saturday, Sunday or banking day, the pay date will be on the first previous banking day.

Should legislation change the starting date of the school year, upon the enactment of the new legislation, the parties agree to re-open discussions regarding the pay plan and pay dates.

All members of the PCEA will participate in a direct deposit program with any financial institution(s) of their choice.

14. **PAYROLL DEDUCTION**

The Board agrees to continue to make voluntary payroll deductions from the salaries of teachers according to existing practices, and any other, as approved by the administration, including Credit Union, U.S. Savings Bonds, Tax Sheltered Annuities and Community Fund.

Commencing January 1, 2009, IRS rules and regulations place the responsibility on the school district of monitoring all 403(b) carriers and school district employees to ensure compliance with IRS guidelines. To assist the parties in this process, a third-party administrator (TPA) has been selected.

All current 403(b) providers (including flow through providers) that sign an information sharing agreement will be allowed to continue as vendors. The district will provide the PCEA with the plan document or its successor prior to any adoption of the same.

The parties further understand and agree that the regulations regarding the administration of the 403(b) plan continues to evolve, and it is the intent of the parties to comply with all legal requirements. A joint committee with representatives from the administration and from the PCEA will evaluate and recommend changed to the current plan and/or vendors at least once a year.

Roth 403(b) and 457 tax-deferred retirement plans will be available to employees.

15. **LONGEVITY PAY**

The teacher longevity stipend will be as follows:

1. Beginning the 16th year of teaching in the district, a stipend \$500.00 annually, until -
2. Beginning the 21st year of teaching in the district, a stipend of \$1,000.00 annually, until -
3. Beginning the 26th year of teaching in the district, a stipend of \$1,500.00 annually, until -

4. Beginning the 31st year of teaching in the district, a stipend of \$2,000.00 annually.
5. Teachers whose date of hire falls prior to January 1st shall receive their longevity pay in September. Teachers whose hire date is January 1st or later shall receive longevity pay in January.
6. For purposes of longevity determination only, any unpaid leaves of absence that are one full school year will not count toward the accumulation of the longevity stipend.
7. Beginning in the 2023-2024 school year, each longevity payment shall be increased by \$500. The total amounts will be:

Beginning the 16th year of teaching in the district, a stipend of \$1,000 annually, until -

Beginning the 21st year of teaching in the district, a stipend of \$1,500 annually, until -

Beginning the 26th year of teaching in the district, a stipend of \$2,000 annually, until -

Beginning the 31st year of teaching in the district, a stipend of \$2,500.

16. **FAMILY MEDICAL LEAVE ACT (FMLA)**

Teachers are entitled to FMLA leave in accordance with the law. Further, beyond the minimum requirements of the FMLA, the parties agree that a tenured teacher who is scheduled to teach at least 900 hours (approximately 0.7 F.T.E) will be eligible for FMLA.

Paid leave periods will count toward the FMLA eligibility period. Unpaid absences do not count toward FMLA eligibility.

17. **PCEA SICK BANK**

It is hereby agreed by and between the Plymouth-Canton Board of Education and the Plymouth-Canton Education Association as follows:

- A. Teachers with 166 to 180 days in their personal leave banks at the beginning of each school year will donate only those newly loaded days which total in excess of over 180 days to the PCEA sick bank. If the bank falls below 500 days, the PCEA has the right to assess individual contributions from its members to whatever extent is needed.
- B. A sick bank committee will govern the use of the bank. The committee will consist of two (2) individuals appointed by the Human Resources Administrator and two (2) individuals appointed by the PCEA President. The committee will convene whenever a request by a teacher is made for use of days from the bank. The request must be in writing by the teacher to the Human Resources Administrator with a copy to the PCEA President. The committee will make its decision by secret ballot vote. A majority of the committee must approve all use of bank days and the decision of the committee shall be final.
- C. Days from the bank will be available for illness of the teacher only and will not apply to requests related to family illness, bereavement, etc. Requests will be considered for catastrophic situations which are sudden, unexpected, and of a long-term nature. The bank is not intended to remove the obligation and expectation that sick leave is to be used only as needed and that each teacher must be accountable for the amount of sick time he/she may have accumulated.

- D. The committee will consider requests for use of the bank provided:
 - 1. The personal sick leave accumulation and 30-day extension will be exhausted.
 - 2. Use of the bank days will cease when the teacher becomes eligible for long-term disability coverage.
- E. Teachers who deplete their sick/personal business day bank may write a letter to the PCEA President and the PCCS Human Resources Administrator and request a loan of five (5) sick days. These days will be granted with the teacher repaying all five (5) days back to the PCEA sick bank from their new allotment of sick days the following school year.

POLICY STATEMENTS - B and C

- 1. It is agreed that the building principal or his/her designee, after conferring with other necessary persons within the building, will declare positions open. All Appendix B positions will be posted with the minimum qualifications listed for the position.
- 2. It is agreed that teachers holding positions listed or referred to on B and C appendices in order to maintain them on a continuous basis in subsequent years need not reapply for these positions provided that the assigned duties are performed satisfactorily and that no substantial evidence to the contrary is presented by the supervising administrator prior to June 30TH. Should any teacher not wishing to hold his/her current B and C assignment in the following year, notification of same must be given to the supervising administrator.
- 3. The appropriate administrator has the responsibility to see that the assigned duties are performed satisfactorily.
- 4. A P-CCS teacher who meets the posted qualifications of the vacancy and is equal to non-staff applicants, shall be given preference over non-staff members. A staff member is an individual who is employed in a regular teaching assignment within the district, excluding Appendices B and C positions, ad hoc positions, and per diem positions.
- 5. All P-CCS teachers who apply for an Appendix B position will be interviewed. If a P-CCS TEACHER applies for a middle school coaching assignment and meets the minimum qualifications as posted, that member will be hired. If more than one member applies for a middle school position, the decision will be made by the administrator in charge of the program. Teachers not hired for any Appendix B position will be provided with the reason(s) for their denial.
- 6. Except for good causes (i.e., participation, available money, qualified teacher, etc.) all assignments of the B and C appendices will be filled.
- 7. Any changes whatsoever must be approved by the Human Resources Administrator and President of PCEA.
- 8. APPENDIX B
 - a. Each position in appendix B has been assigned a flat rate.
 - 1. Current positions will receive the flat rate if the flat rate is greater than or equal to their current rate.
 - 2. Current positions with a current rate greater than the flat rate will continue to receive their current rate until the amount of the flat rate exceeds their current rate or until the person resigns from the position.

b. For high school athletic positions only, the coach would receive the flat rate for the first five years in the position. Beginning the 6th year in one area (sport), the coach would receive an additional \$500.00. Beginning the 11th year in one area (sport) he/she would receive an additional \$750.00

- Tier 1 1-5 years = flat rate
- Tier 2 6-10 years = flat rate + \$500.00
- Tier 3 11+ years = flat rate + \$750.00

c. For middle school athletic positions only, beginning in the 2019/20 school year, middle school coaches will be compensated based on the three-step schedule below. Middle school coaches will begin on step 1 when he/she is new to the middle school coaching positions in P-CCS. Middle school coaches will not receive longevity.

- Step 1 \$1,500.00
- Step 2 \$1,800.00
- Step 3 \$2,000.00

	<u>Minimum # of positions</u>
Girls Softball Coach – MS	(5)
Boys Softball Coach – MS	(5)
Girls Basketball Coach – MS	(5)
Boys Basketball Coach – MS	(5)
Swimming Coach – MS	(15)
Girls Volleyball Coach – MS	(5)
Boys Volleyball Coach – MS	(5)
Track Coach – MS	(15)
Wrestling – MS	(5)
Cross Country – MS	(10)

In addition, the following ratios will be used to add additional coaches:

- Track 40:1
- Wrestling 25:1
- Cross country 50:1

9. NO person may hold the Head and Assistant positions in the same activity.

10. Guidelines for fixing position on the salary schedule for riders shall include, but not be limited to the following:

- a. Job description
- b. Length of assignment
- c. Vacation time involved
- d. Equipment responsibility
- e. Students involved
- f. Scouting assignments
- g. Level of community participation/response
- h. Off-season preparation
- i. Health and safety responsibility (training)
- j. Legal liability
- k. Time beyond contractual day

I. Training or certification in area

11. The Board and Association agree that the various categories and positions for extracurricular activities may need to be updated and corrected. Therefore, the parties agree that a Joint Committee of not more than three (3) persons appointed by the Association and three (3) persons appointed by the administration shall review all the categories and positions. Any recommended adjustment of Appendix B by the committee shall be made no later than April 1 of the school year prior to implementation.

12. In regards to riders for extra duty stipends, the following is understood:

All known rider assignments for extracurricular duties of a yearly nature, shall be distributed and determined by October 1 of the school year.

Such signed riders must be submitted to the Human Resources Department no later than October 7.

Payment of such riders shall be by lump sum of any retroactive adjustment and the balance shall then appear as a regular prorated amount in paychecks for the balance of the year, beginning with the last pay in October.

It is our commitment to hold to these dates and deadlines barring any uncontrollable or unforeseen circumstances.

**Appendix B
P-CEP Athletic Program**

Sport	Position	Base Rider	# Positions
B Basketball	Head Varsity (1)	\$5,000.00	3.00
B Basketball	Junior Varsity (1)	\$3,500.00	3.00
B Basketball	9th Grade (1)	\$3,500.00	3.00
B Cross Country	Head Varsity (1)	\$4,500.00	3.00
B Cross Country	Varsity Assistant (1)	\$3,000.00	3.00
B Cross Country-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	3.00
B Golf	Head Varsity (1)	\$4,500.00	3.00
B Ice Hockey	Head Varsity (1)	\$5,000.00	3.00
B Ice Hockey	Assistant Varsity (1)	\$3,500.00	3.00
B Lacrosse	Head Varsity (1)	\$4,500.00	3.00
B Lacrosse	Junior Varsity (1)	\$3,000.00	3.00
B Soccer	Head Varsity (1)	\$4,500.00	3.00
B Soccer	Junior Varsity (1)	\$3,500.00	3.00
B Soccer	9th Grade (1)	\$3,000.00	3.00
B Swim/Dive	Head Varsity (1)	\$5,000.00	3.00
B Swim/Dive	Asst./Diving (1)	\$3,500.00	3.00
B Swim/Dive	Varsity Assistant (1)	\$3,500.00	3.00
B Swim/Dive-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	3.00
B Tennis	Head Varsity (1)	\$4,500.00	3.00
B Tennis	Varsity Assistant (1)	\$3,000.00	3.00
B Tennis-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	3.00
B Track & Field	Head Varsity (1)	\$4,500.00	3.00
B Track & Field	Varsity Assistant (1)	\$3,000.00	3.00
B Track & Field	Track/Assistant (1)	\$3,000.00	3.00
B Track & Field	Varsity Asst. PV (split B/G) (.5)	\$1,500.00	1.50
B Track & Field-contingent	Varsity Assistant-contingent (75-100 part)	\$3,000.00	3.00
Baseball	Head Varsity (1)	\$4,500.00	3.00
Baseball	Junior Varsity (1)	\$3,000.00	3.00
Baseball	9th Grade (1)	\$3,000.00	3.00
Bowling (B&G)	Head Varsity (B&G)	\$4,500.00	3.00
Competitive Cheer	Head Varsity	\$5,000.00	3.00
Football	Head Varsity (1)	\$6,000.00	3.00
Football	Varsity Assistant-Canton HS (5)	\$3,500.00	5.00
Football	Varsity Assistant-Plymouth HS (5)	\$3,500.00	5.00
Football	Varsity Assistant-Salem HS (5)	\$3,500.00	5.00
Football	9th Grade (1)	\$3,500.00	3.00
Football	9th Grade/JV Head (1)	\$3,500.00	3.00
G Basketball	Head Varsity (1)	\$5,000.00	3.00
G Basketball	Junior Varsity (1)	\$3,500.00	3.00
G Basketball	9th Grade (1)	\$3,500.00	3.00
G Cross Country	Head Varsity (1)	\$4,500.00	3.00
G Cross Country	Varsity Assistant (1)	\$3,000.00	3.00

G Cross Country-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	3.00
G Golf	Head Varsity (1)	\$4,500.00	3.00
G Ice Hockey	Head Varsity (1.0) for PCEP	\$5,000.00	1.00
G Ice Hockey	Assistant Varsity (1.0) for PCEP	\$3,500.00	1.00
G Lacrosse	Head Varsity (1)	\$4,500.00	3.00
G Lacrosse	Junior Varsity (1)	\$3,000.00	3.00
G Soccer	Head Varsity (1)	\$4,500.00	3.00
G Soccer	Junior Varsity (1)	\$3,000.00	3.00
G Soccer	9th Grade (1)	\$3,000.00	3.00
G Swim/Dive	Head Varsity (1)	\$5,000.00	3.00
G Swim/Dive	Asst./Diving (1)	\$3,500.00	3.00
G Swim/Dive	Varsity Assistant (1)	\$3,500.00	3.00
G Swim/Dive-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	3.00
G Tennis	Head Varsity (1)	\$4,500.00	3.00
G Tennis	Junior Varsity (1)	\$3,000.00	3.00
G Tennis-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	3.00
G Track & Field	Head Varsity (1)	\$4,500.00	3.00
G Track & Field	Varsity Assistant (1)	\$3,000.00	3.00
G Track & Field	Track/Assistant (1)	\$3,000.00	3.00
G Track & Field	Varsity Asst. PV (split B/G) (.5)	\$1,500.00	1.50
G Track & Field-contingent	Varsity Assistant-contingent (75-100 part)	\$3,000.00	3.00
Gymnastics	Head Varsity (1)	\$5,000.00	3.00
Gymnastics	Varsity Assistant (1)	\$3,500.00	3.00
Pom	Head Varsity (1)	\$5,000.00	3.00
Sideline Cheer	Head Varsity (1)	\$2,500.00	3.00
Softball	Head Varsity (1)	\$4,500.00	3.00
Softball	Junior Varsity (1)	\$3,000.00	3.00
Unified Sports-PCEP	Head Coach (1)	\$4,500.00	1.00
Unified Sports-PCEP	Assistant (1)	\$3,000.00	1.00
Volleyball	Head Varsity (1)	\$4,500.00	3.00
Volleyball	JV or 9th grade (2 per HS)	\$3,500.00	6.00
Wrestling	Head Varsity (1)	\$5,000.00	3.00
Wrestling	Varsity Assistant (1)	\$3,500.00	3.00
Wrestling-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	3.00

Tier 1	1 - 5 Years = Flat Rate
Tier 2	6 - 10 Years = Flat Rate + \$500
Tier 3	10+ Years = Flat Rate + \$750

Non-Cut Sport Additional - Swim, Cross Country, Wrestling, Tennis
50 - 75 Participants = 1 additional assistant
75 - 100 Participants = 2 additional assistants

Non-Cut Sport Additional - Track and Field
75 - 100 Participants = 1 additional assistant
100 - 125 Participants = 2 additional assistants
125+ Participants = 3 additional assistants

Appendix B
Activities Riders

P-CEP Activities	Rider per position	# Positions
Marching Band – PCEP	\$5,000.00	3
Assistant Marching Band Dir. – PCEP	\$2,500.00	6
Drama - PCEP Musical	\$5,000.00	1
Drama - PCEP Park Players	\$4,000.00	1
National Honors Society Advisor – PCEP	\$5,000.00	3
Congress Leader-Canton, Plymouth, Salem	\$5,000.00	3
Instrumental Music - PCEP	\$4,000.00	3
School Paper – PCEP	\$1,500.00	1
Yearbook - PCEP	\$1,500.00	1
Robotics Advisor – PCEP	\$5,000.00	1
Orchestra - PCEP	\$4,000.00	1
Jazz band – PCEP	\$4,000.00	1
Vocal Music - PCEP	\$4,000.00	2
Class Sponsor - 12th Grade - Canton, Plymouth, Salem	\$1,500.00	3
Class Sponsor - 11th Grade - Canton, Plymouth, Salem	\$1,000.00	3
Class Sponsor - 10th Grade - Canton, Plymouth, Salem	\$1,000.00	3
Class Sponsor - 9th Grade - Canton, Plymouth, Salem	\$1,000.00	3
PEP BAND - Winter- PCEP	\$1,000.00	3
Debate -PCEP	\$1,500.00	3
Model UN – PCEP	\$1,000.00	1
DECA - Canton, Plymouth, Salem	\$1,500.00	3
HOSA- PCEP	\$1,500.00	2
Forensics - PCEP	\$1,000.00	1
Science Olympiad Advisor- Canton, Plymouth, Salem	\$1,500.00	3
Math Olympiad Advisor- Canton, Plymouth, Salem	\$1,500.00	3
Mock Trial- Canton, Plymouth, Salem	\$1,000.00	3
Gourmet Club-PCEP	\$1,500.00	1
Quiz Bowl- PCEP	\$1,000.00	1
Diversity Council-PCEP	\$1,000.00	1
Key Club- PCEP	\$1,000.00	2
Summer Youth Dialogues Advisor	\$800.00	1
Small Learning Communities Advisor	\$1,000.00	1
Business Professionals of America- PCEP	\$1,000.00	1

Starkweather		
Key Club – Starkweather	\$800.00	1

Middle Activities		
Athletic Liaison-MS	\$3,000.00	5
Student Activity Director – MS (Includes MS VA)	\$1,500.00	6
Vocal – MS	\$1,500.00	5
Band – MS	\$1,500.00	5
Orchestra – MS	\$1,500.00	3
Drama – MS	\$1,200.00	5
Student Publication-MS	\$1,500.00	5
National Junior Honors Society Advisor – MS (includes MS VA)	\$3,000.00	6
Robotics-MS	\$1,000.00	5
Science Olympiad Advisor – MS	\$1,000.00	5
Math Olympiad Advisor-MS	\$500.00	5

Elementary Activities		
Stem Elementary Teacher Coordinator-	\$500.00	28
Elementary Enhancement Leaders	\$1,700.00	14

In addition to Appendix B, sponsors of clubs and activities at our K-12 buildings will be compensated at a flat rate of \$200 per year, provided that the club or activity has met the activity requirements and guidelines established. The maximum number of clubs at the elementary and middle schools, including the virtual academies, will be determined by figuring one (1) club for every 100 students enrolled at each school. Each school shall have stipends for no fewer than 5 clubs per year.

At the elementary and middle school levels, the number of clubs will be as follows based on student enrollment after the first official count day of the year:

- 1-599 Students: 5 clubs
- 600-699 Students: 6 clubs
- 700-799 Students: 7 clubs
- 800-899 Students: 8 clubs
- 900-999 Students: 9 clubs

The list of clubs will be reviewed and maintained on a yearly basis. A full list of approved clubs and activities will also be maintained with the PCEA President and in the Human Resources Department. New clubs will be added after the general requirements are met.

APPENDIX C

- A. The middle school representative leaders are Language Arts, Social Studies, Math, Science, Practical Arts, M.S. Building Support will receive a yearly stipend of \$1,760.00. Department release time for department activities may be approved by the building principal.

The high school teacher leaders will receive a yearly stipend of \$4,400.00. The following areas are part of this agreement: Life Management Education, World Language, Mathematics, English, Counseling, Physical Education, Social Studies, Art Education, Career and Technical Education, Journey/Growth Program, and Science.

- B. Dance/mixer chaperone evening duty at high school \$42.00 per event.

Dance/mixer chaperone evening duty at middle school \$30.00 per event.

Certified teachers who teach high school credit courses in a continuing education program, including summer school and evening school, and 6-12 teachers who teach summer school will be paid \$28.00 per hour.

Teachers who are assigned to an extra class will receive 12% of their contract.

<u>ACTIVITY</u>	<u>COMPENSATION</u>
Bus Duty: 40 minutes	\$22 per hour
Lunch Duty: 40 minutes	\$22 per hour

APPENDIX D

- A. All teachers who perform assignments in excess of the regular school calendar and the normal teaching load as set forth in Article VI, Section H, will be paid at their per diem rate of pay (their base salary). Their per diem rate will be divided by six and a half (6.5) hours to determine an hourly rate. Teachers shall not be paid their per diem hourly rate for already established rates of pay for specific duties such as professional development, curriculum work, etc. which can be found in the miscellaneous rate sheet maintained by the payroll department of the district.

The hourly rate for all teachers shall be determined using the following formula:

$$(\text{Contract salary}) / (\text{total teacher work days}) / (6.5 \text{ hrs.})$$

APPENDIX E

PCEA TEMPORARY CONTRACT DEVIATION REQUEST FORM

Identified below is the process by which a PCEA temporary contract deviation may be accomplished. Each requirement must be met unless indicated otherwise.

1. In order to accomplish a building/department wide change that requires a deviation to the collective bargaining agreement, at least 75% of that building/department staff must agree by a secret ballot vote administered by the building/department administrator and a teacher designated by that building/department.
2. If the requisite 75% approve the recommended change, the recommendation must be submitted to the Continuous Improvement Committee (CIC) by submitting a copy of the attached form, including any minority reports, to the PCEA President and the Human Resources Administrator. The CIC:
 - a. Shall consist of five (5) PCEA members appointed by the PCEA President and five (5) administrators appointed by the Board or its designee.
 - b. Shall be limited to contractual issues only, and
 - c. Shall be authorized, without ratification by its constituencies, to make and implement waivers to the collective bargaining agreement subject to the procedures identified in paragraph 3 below.
3. When a building/department level change, approved per the above, is submitted to the CIC at least 80% of the CIC cannot object to the plan in order for it to be implemented. The CIC shall:
 - a. Review the plan for contract implications,
 - b. Determine the required contract waivers,
 - c. Approve, reject or request modifications of the proposal, and
 - d. Oversee building/department level implementation of approved plans subject to the limitations in this process.
4. Each request for a temporary contract deviation must include:
 - a. The attached Contract Deviation Request Form,
 - b. The evaluation process of the requested deviation, and
 - c. The requested length of time the deviation will be effect before it will be reviewed by the CIC.

It is understood that any and all contract deviations are individual deviations to the contract applicable only to that building/department. Approval of the contract deviation does not set a precedent nor establish a practice for future contract deviation requests of a similar or different name.

**PCEA TEMPORARY CONTRACT DEVIATION
REQUEST FORM**

BUILDING _____

New

DATE SUBMITTED _____

Renewal

STATEMENT OF DEVIATION:

MASTER AGREEMENT LANGUAGE AFFECTED BY DEVIATION:

ARTICLE _____

START DATE: _____

PAGE # _____

END DATE: _____

Decision making process by building

YES

NO

Consensus _____

RATIONALE FOR DEVIATION:
*CRITERIA: A. What positive student outcome sought by this deviation?
 B. What School Improvement goal and objectives are addressed by this deviation.*

MINORITY VIEW:

BUILDING OUTCOME	CIC COMMITTEE OUTCOME
DECISION: _____ # OF YES VOTES _____ # OF NO VOTES	DECISION: _____ # OF YES VOTES _____ # OF NO VOTES Duration of Deviation _____
_____ School Improvement Representative Date Building	_____ Date CIC Representative _____ Date CIC Co-Chairperson

APPENDIX F

GRIEVANCE REPORT FORM

Plymouth-Canton Education Association, MEA/NEA

Grievance No.

At each Step submit two (2) copies for signature and acknowledgement of receipt. One (1) copy remains with the administrator; the other copy with the Association's Grievance Committee.

Building	Assignment	Name of Grievant

STEP ONE

- A. DATE CAUSE OF GRIEVANCE OCCURRED:
 -
- B. CONTRACT VIOLATION:
 - Article _____ Section _____ Number _____ Page _____
 -
- C. STATEMENT OF GRIEVANCE:
 -
- D. RELIEF SOUGHT:
 -

SIGNATURE OF GRIEVANT	DATE
GRIEVANCE CHAIR	DATE
GRIEVANCE CHAIR	DATE

Delivered to the Administrator within 25 days of occurrence. DATE: _____

RECEIVED BY ADMINISTRATOR: _____

STEP TWO

Meeting with Administrator held: DATE: _____

RESPONSE (within 5 days of meeting): • GRANTED • DENIED • RESPONSE ATTACHED

SIGNATURE OF ADMINISTRATOR	DATE
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STEP THREE

Delivered to the Superintendent or designee (within 15 days of disposition). DATE : _____

Hearing with Superintendent or designee held. DATE: _____

Response: • GRANTED • DENIED • RESPONSE ATTACHED

SIGNATURE OF SUPERINTENDENT or DESIGNEE	DATE
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STEP FOUR

ASSOCIATION DECISION TO FILE FOR ARBITRATION.

SIGNATURE OF GRIEVANCE CHAIR	DATE
------------------------------	------

SIGNATURE OF GRIEVANCE CHAIR	DATE
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APPENDIX G

SCHOOL IMPROVEMENT

- I. The following school improvement process shall follow the Collaborative School Improvement Process model, including its assumptions and process, and the following will be in place:
 - a. Teachers shall comprise a majority of any school improvement team. The teacher representatives on the building level School Improvement Team will be elected by the teachers at that building.
 - b. The membership on the building level school improvement team will be revolving so that one-half of the team will be replaced at least every two years.
 - c. In order to accomplish a building wide change, at least 75% of the staff must agree.
 - d. Participation on a building school improvement team is voluntary and shall not be part of teacher's evaluation or otherwise be used to discipline teachers.

- II. Continuous Improvement Committee
 - a. Membership on the CIC shall be 5 PCEA members appointed by its President, 5 Administrators appointed by the Superintendent. The CIC shall be limited in its jurisdiction to contractual issues only and shall not be considered a PA 25 committee. The CIC shall be authorized, without ratification by its constituencies, to make and implement waivers to the collective bargaining agreement subject to the conditions of (I) above.
 - b. When a building level change, approved by the building subject to (I) above, is submitted to the CIC, it shall:
 1. Review the plan for contract implications,
 2. Determine required contract waivers,
 3. Approve, reject or request modification of the proposal,
 4. Oversee building level implementation of approved plans subject to the limitations in (IIa) above.
 - c. At least 80% of the CIC cannot object to the plan in order for it to be implemented.

The parties acknowledge that the Collaborative School Improvement Process model is a first step towards the training of staff in site based decision-making.

APPENDIX H

Teacher Benefit Summary Sheet

Eligibility Period: None

HEALTH INSURANCE

Company: Blue Cross Community Blue PPO Plan
Telephone: 1-800-637-2227 (claims & I.D. cards)
Internet address: www.bcbsm.com
Outside of Michigan: 1-800-810-BLUE (to locate an out of state provider)
Group/Suffix: 007010262

Benefits:

Employee Cost: Amount above hard cap set by PA 152
Effective: Date of hire/end of eligibility period
Open Enrollment: May to be effective September 1
(Only time to enroll or add dependents if not done at the time of the event)
Benefit Year: January – December

DENTAL INSURANCE

Company: BCBS Blue Dental PPO (www.mibluedentist.com)
Telephone: 1-888-826-8152
Group: #71757
Open Enrollment: May to be effective September 1
(Only time to enroll or add dependents, if not done at the time of the event.)
Effective: 1st of the month after date of hire

Benefits:

100/80/80 or 100/90/80/80 if dental PPO is used.
\$2,000 annual max (Effective 10/1/21)
\$2,000 lifetime ortho max (Effective 10/1/21)
Benefit year: September – August

LIFE INSURANCE

Company: CIGNA
FLX963665
Effective: End of eligibility period

Benefit:

\$40,000 Term Life (Effective 9-1-21)

LONG TERM DISABILITY

Company: CIGNA
Group: LK62601 - Class 1
Effective: 1st of the month after date of hire

Benefit:

90 calendar day qualifying period
66 2/3% of monthly salary, \$4500 mo. Max

VISION INSURANCE

Company: NVA (National Vision Administrators)
 Telephone: 1-800-672-7723
 Group: 8662
 Open Enrollment: May to be effective September 1
 (One time to enroll or add dependents, if not done at the time of the event.)
 Effective: 1st of the month after date of hire

<u>BENEFITS</u>	<u>IN-NETWORK</u>	<u>OUT-OF-NETWORK</u>
EXAM	Covered 100%	Up to \$75
LENSES	Standard Glass or Plastic Covered 100%	Single Vision Up to \$100 Bi-Focal Up to \$100 Tri-Focal Up to \$125 Lenticular Up to \$125
LENS OPTIONS	Progressives (Standard) 100% Progressives (Premium) 100%	N/A N/A
FRAME	Covered up to \$75 (20% discount off remaining balance over \$75 allowance)	Up to \$75
CONTACT LENSES	Up to \$150 Retail Allowance (15% discount (Conventional) or 10% discount (Disposable) off remaining balance over \$150)	Up to \$150

Benefit year: January - December

EMPLOYEE ASSISTANCE PROGRAM

Company: CIGNA
 Telephone: 1-800-538-3543
www.cignabehavioral.com/CGI

FLEXIBLE SPENDING ACCOUNT

Company: HealthEquity
 Telephone: 1-866-346-5800

***NOTE:** All insurance claim forms are available in the School office and in the Employee Benefit office.

Plymouth Canton Community Schools

Plan Offering - TEACHERS

BCBS COMMUNITY BLUE PPO	Plan Choice #1		Plan Choice #2		Plan Choice #3		Plan Choice #4		Plan Choice #5		Plan Choice #6	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Plan Design	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Single/Family)	\$100 / \$200	\$250 / \$500	\$500 / \$1,000	\$1,000/\$2,000	\$500 / \$1,000	\$1,000/\$2,000	\$1,250/\$2,500	\$2,500/\$5,000	\$1,450/\$2,900	\$2,900/\$5,800	\$2,000/\$4,000	\$4,000/\$8,000
Office Visit / Urgent Care	\$20 copay	70% after deductible	\$20 copay	70% after deductible	\$20 copay	60% after deductible	\$30 copay	80% after deductible	\$15 Office Visit/\$40 Urgent Care	70% after deductible	\$30 Office Visit/\$60 Urgent Care	60% after deductible
Emergency Room	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$250 copay (waived if injury or if admitted)	\$250 copay (waived if injury or if admitted)
Preventive Care	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered
Coinsurance	90% after deductible	70% after deductible	90% after deductible	70% after deductible	80% after deductible	60% after deductible	100% after deductible	80% after deductible	90% after deductible	70% after deductible	80% after deductible	60% after deductible
Coinsurance Maximum (Single/Family) Not Including	\$500/\$1,000	\$1,500/\$3,000	\$1,000/\$2,000	\$2,000/\$4,000	\$1,500/\$3,000	\$3,000/\$6,000	N/A	\$3,000/\$6,000	\$1,000/\$2,000	\$2,000/\$4,000	\$1,500/\$3,000	\$3,000/\$6,000
Prescription Drugs	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 1)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$15 Generic \$50 Brand 50% off (10 min/\$100 max) Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays
Out-of-Pocket Maximum	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year
In-Network includes applicable deductibles, coinsurance and copays. Out-of-Network excludes copays												

Plymouth-Canton Community Schools/PCEA

2021/22 Calendar

K-12 Full Day Teacher Set Up (No Students)	August 30, 2021
K-12 Full Day Professional Development (No Students)	August 31, 2021
K-12 Half Day AM Professional Development (No Students)	September 1, 2021
K-12 Half Day PM Teacher Set Up (No Students)	
K-12 Half Day AM Professional Development (No Students)	September 2, 2021
K-12 Half Day PM Teacher Set Up (No Students)	
Labor Day Weekend (No Staff or Students)	September 3 – 6, 2021
First Day for K-12 Students ½ Day AM	September 7, 2021
K-12 ½ Day PM Teacher Set Up (No Students)	
Gr. 1-12 Full Day; Kdg. Only - 1/2 Day AM	September 8 & 9, 2021
K-12 Full Day Professional Development (No Students)	October 8, 2021
K-5 Students ½ Day AM	October 29, 2021
K-5 PM Work Day	
K-12 Full Day Professional Development (No Students)	November 2, 2021
K-5 Students ½ Day AM	November 17 & 18, 2021
K-5 PM Parent-Teacher Conferences (No Students)	
K-12 Conference Comp. Day (No Staff or Students)	November 24, 2021
Thanksgiving Break	November 25 – 26, 2021
Winter Break	December 20-31, 2021
Classes Resume	January 3, 2022
MLK Holiday (No Staff or Students)	January 17, 2022
Grades 9-12 ½ Day AM Finals & ½ Day PM Work Day	January 26, 2022
6-12 Students ½ Day AM & PM Records Day (No Students)	January 27 & 28, 2022
K-12 Full Day Professional Development (No Students)	February 18, 2022
Mid-Winter Break (No Staff or Students)	February 21, 2022
K-12 Full Day Professional Development (No Students)	March 7, 2022
K-5 Students ½ Day AM & ½ PM Records Day	March 15 & 16, 2022
Spring Break	March 28 – April 1, 2022
Classes Resume	April 4, 2022
Grades 8-12 MME Testing	April 12, 2022
Grades 9-12 MME Testing	April 13, 2022
Memorial Day Weekend (No Staff or Students)	May 30, 2022
Grades 9-12 ½ Day AM Final Exams & ½ Day PM Work Day	June 13, 2022
K-12 Students ½ Day AM	June 14 & 15, 2022
K-12 ½ Day PM Records Day (No Students)	

2021/22 Starkweather Calendar

Starkweather Calendar will deviate from the K-12 calendar in the following ways:

Q1: Wednesday, September 8, 2021 - Friday, November 5, 2021

- Tuesday 9/7: schedule pickup/registration/PLC
- Friday 11/5: work day PM

Q2: Tuesday, November 9, 2021 - Friday, January 28, 2022

- Registration Monday 11/8 (No students)
- Full Day Records Day Friday 1/28 (No students)

Q3: Tuesday, February 1, 2022 - Friday, April 8, 2022

- Registration Monday 1/31 (No students)
- Friday 4/8: work day PM

Q4: Thursday April 14, 2022 - Wednesday, June 15, 2022

- Registration Monday 4/11 (No students)
- Full Day Records Day Wednesday 6/15 (No students)

*Testing dates April 12-13

Plymouth-Canton Community Schools/PCEA

2022/23 Calendar

K-12 Full Day Teacher Set Up (No Students)	August 29, 2022
K-12 Full Day Professional Development (No Students)	August 30, 2022
K-12 Half Day AM Professional Development (No Students)	August 31, 2022
K-12 Half Day PM Teacher Set Up (No Students)	
K-12 Half Day AM Professional Development (No Students)	September 1, 2022
K-12 Half Day PM Teacher Set Up (No Students)	
Labor Day Weekend (No Staff or Students)	September 2 – 5, 2022
First Day for K-12 Students ½ Day AM	September 6, 2022
K-12 ½ Day PM Teacher Set Up (No Students)	
Gr. 1-12 Full Day; Kdg. Only - 1/2 Day AM	September 7 & 8, 2022
K-12 Full Day Professional Development (No Students)	October 7, 2022
K-5 Students ½ Day AM	October 31, 2022
K-5 PM Work Day	
K-12 Full Day Professional Development (No Students)	November 8, 2022
K-5 Students ½ Day AM	November 16 & 17, 2022
K-5 PM Parent-Teacher Conferences (No Students)	
K-12 Conference Comp. Day (No Staff or Students)	November 23, 2022
Thanksgiving Break	November 24 – 25, 2022
Winter Break	December 26, 2022 – January 6, 2023
Classes Resume	January 9, 2023
MLK Holiday (No Staff or Students)	January 16, 2023
Grades 9-12 ½ Day AM Finals & ½ Day PM Work Day	January 25, 2023
6-12 Students ½ Day AM & PM Records Day (No Students)	January 26 & 27, 2023
K-12 Full Day Professional Development (No Students)	February 17, 2023
Mid-Winter Break (No Staff or Students)	February 20, 2023
K-12 Full Day Professional Development (No Students)	March 6, 2023
K-5 Students ½ Day AM & ½ PM Records Day	March 14 & 15, 2023
Spring Break	March 27 – 31, 2023
Classes Resume	April 3, 2023
Grades 8-12 MME Testing	April 11, 2023
Grades 9-12 MME Testing	April 12, 2023
Memorial Day Weekend (No Staff or Students)	May 29, 2023
Grades 9-12 ½ Day AM Final Exams & ½ Day PM Work Day	June 12, 2023
K-12 Students ½ Day AM	June 13 & 14, 2023
K-12 ½ Day PM Records Day (No Students)	

2022/23 Starkweather Calendar

Starkweather Calendar will deviate from the K-12 calendar in the following ways:

Q1: Wednesday, September 7, 2022 - Friday, November 4, 2022

- Tuesday 9/6: schedule pickup/registration/PLC
- Friday 11/4: work day PM

Q2: Wednesday, November 9, 2022 - Friday, January 27, 2023

- Registration Monday 11/7, Election Day Tuesday 11/8 (No students)
- Full Day Records Day Friday 1/27 (No students)

Q3: Tuesday, January 31, 2023 - Friday, April 7, 2023

- Registration Monday 1/30 (No students)
- Friday 4/7: work day PM

Q4: Thursday April 13, 2023 - Wednesday, June 14, 2023

- Registration Monday 4/10 (No students)

Plymouth-Canton Community Schools/PCEA

2023/24 Calendar

K-12 Full Day Teacher Set Up (No Students)	August 28, 2023
K-12 Full Day Professional Development (No Students)	August 29, 2023
K-12 Half Day AM Professional Development (No Students)	August 30, 2023
K-12 Half Day PM Teacher Set Up (No Students)	
K-12 Half Day AM Professional Development (No Students)	August 31, 2023
K-12 Half Day PM Teacher Set Up (No Students)	
Labor Day Weekend (No Staff or Students)	September 1 –4, 2023
First Day for K-12 Students ½ Day AM	September 5, 2023
K-12 ½ Day PM Teacher Set Up (No Students)	
Gr. 1-12 Full Day; Kdg. Only - 1/2 Day AM	September 6 & 7, 2023
K-12 Full Day Professional Development (No Students)	October 6, 2023
K-5 Students ½ Day AM	October 31, 2023
K-5 PM Work Day	
K-12 Full Day Professional Development (No Students)	November 7, 2023
K-5 Students ½ Day AM	November 15 & 16, 2023
K-5 PM Parent-Teacher Conferences (No Students)	
K-12 Conference Comp. Day (No Staff or Students)	November 22, 2023
Thanksgiving Break	November 23 – 24, 2023
Winter Break	December 25, 2023 – January 5, 2024
Classes Resume	January 8, 2024
MLK Holiday (No Staff or Students)	January 15, 2024
Grades 9-12 ½ Day AM Finals & ½ Day PM Work Day	January 24, 2024
6-12 Students ½ Day AM & PM Records Day (No Students)	January 25 & 26, 2024
K-12 Full Day Professional Development (No Students)	February 16, 2024
Mid-Winter Break (No Staff or Students)	February 19, 2024
K-12 Full Day Professional Development (No Students)	March 4, 2024
K-5 Students ½ Day AM & ½ PM Records Day	March 12 & 13, 2024
Spring Break	March 25 – 29, 2024
Classes Resume	April 1, 2024
Grades 8-12 MME Testing	April 9, 2024
Grades 9-12 MME Testing	April 10, 2024
Memorial Day Weekend (No Staff or Students)	May 27, 2024
Grades 9-12 ½ Day AM Final Exams & ½ Day PM Work Day	June 10, 2024
K-12 Students ½ Day AM	June 11 & 12, 2024
K-12 ½ Day PM Records Day (No Students)	

2023/24 Starkweather Calendar

Starkweather Calendar will deviate from the K-12 calendar in the following ways:

Q1: Wednesday, September 6, 2023 - Friday, November 3, 2023

- Tuesday 9/5: schedule pickup/registration/PLC
- Friday 11/3: work day PM

Q2: Wednesday, November 8, 2023 - Friday, January 26, 2024

- Registration Monday 11/6, Election Day Tuesday 11/7 (No students)
- Full Day Records Day Friday 1/26 (No students)

Q3: Tuesday, January 30, 2024 - Friday, April 5, 2024

- Registration Monday 1/29 (No students)
- Friday 4/5: work day PM

Q4: Thursday April 11, 2024 - Wednesday, June 12, 2024

- Registration Monday 4/8 (No students)
- Full Day Records Day Wednesday 6/12 (No students)

*Testing dates April 9-10

MOA – ELEMENTARY SPECIALS

**Between the
Plymouth-Canton Community Schools
and the
Plymouth-Canton Education Association, MEA/NEA**

The following language is agreed upon by both parties.

Create a stakeholder committee to review the impact of elementary specials five (5) days per week with the intent of determining the cost for specific options by the end of the 2022/23 school year.

Dr. Liz Vartanian-Gibbs

Liz Vartanian-Gibbs, Ed.D.
Assistant Superintendent for Human Resources

July 14, 2021

Heather Fitchpatrick

Heather Fitchpatrick
PCEA President

July 14, 2021

MOA – ABSENT STUDENTS

Between the Plymouth-Canton Community Schools and the Plymouth-Canton Education Association, MEA/NEA

The following language is agreed upon by both parties.

The parties will collaborate throughout the 2021/22 school year to review the best instructional practices for Teaching and Learning to support absent students.

Parties agree to review the instructional practices created through the collaborative process, and will meet to discuss alternative options before the end of the 1st semester and the end of the 2021/22 school year.

Dr. Liz Vartanian-Gibbs

Liz Vartanian-Gibbs, Ed.D.

Assistant Superintendent for Human Resources

July 14, 2021

Heather Fitchpatrick

Heather Fitchpatrick

PCEA President

July 14, 2021

MOA – VIRTUAL ACADEMY

**Between the
Plymouth-Canton Community Schools
and the
Plymouth-Canton Education Association, MEA/NEA**

The following language is agreed upon by both parties.

Create a stakeholder committee to develop specific guidelines that are unique to the virtual academy by the beginning of the 2021/22 school year.

Dr. Liz Vartanian-Gibbs

Liz Vartanian-Gibbs, Ed.D.

Assistant Superintendent for Human Resources

July 14, 2021

Heather Fitchpatrick

Heather Fitchpatrick

PCEA President

July 14, 2021

MOA– Shared Time

Plymouth-Canton Board of Education

And the

Plymouth-Canton Education Association

Effective 2017/18

Shared Time teachers are defined as those employees employed to teach in the Shared Time Program.

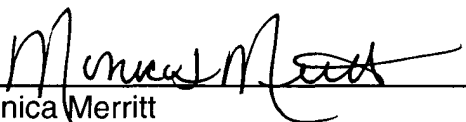
The following provisions shall apply to these teachers.

1. Each Shared Time teacher will be paid at the hourly rate of \$30.05 for each class period taught. Adequate travel time will be incorporated into the teacher's schedule. Individuals will not be paid for travel time between separate buildings assignments.
2. Shared time teachers will work the calendar year as determined by the schools involved in the Shared Time Program.
3. If required in-service is provided, Shared Time teachers will be paid at their hourly teaching rate for time spent in attendance. Shared Time teachers will receive the number of professional development hours as required by the State of Michigan. These hours will be used throughout the year based on the shared time calendar. All activities must be approved in advance by the Shared Time administrator.
4. Shared Time teachers will accrue seniority in the Shared Time Program. Shared Time teachers will not accrue seniority in the K-12 program.
5. The District will provide a seniority list of the Shared Time teachers by May 1st of each school year. The list will include each Shared Time teacher's date of hire, certification(s), and FTE Status.
6. Shared Time teachers will be given on a yearly basis the following hours of sick time. This bank includes sick time, personal business, and bereavement. Beginning with the first fiscal year of employment, Shared Time teachers will earn paid sick leave of 6 hours for each month of service to a max of 60 hours prorated to hours worked per week (see chart below). Shared Time teachers may bank unused sick time up to 200 hours. An employee hired the first (1st) through the fifteenth (15th) day of the month will earn 6 hours (prorated) for that month. An employee hired after the fifteenth (15th) day of the month will earn ½ of the hours (prorated) for that month.

<u>Hours Taught per week</u>	<u>Sick Time Earned</u>	<u>Hours earned per month</u>
25+	60 hours	5 hours
20-24	50 hours	4 hours
15-19	40 hours	3 hours
10-14	30 hours	2 hours
5-9	10 hours	1 hour
Less than 5	0 hours	0 hours

7. Shared Time teachers will be paid their hourly rate for scheduled classes that are canceled by the sending school. Teachers will be expected to report for an alternative assignment.
8. When Shared Time teachers are required to attend activities outside of their scheduled workday, payment for time spent will be based on the established hourly rate. Such activities may include, but are not limited to Open House, scheduled Parent/Teacher conferences, meetings with or at sending schools, etc. All activities must be approved in advance by the Shared Time administrator.
9. Shared Time Teachers who work 20 or more hours shall be eligible for single-subscriber health care benefits which are available to other PCEA members pursuant to Appendix H of the collective bargaining agreement between the board and PCEA. Shared Time Teachers who work 30 or more hours shall be eligible to purchase dependent coverage.


Any alleged violation of this Memorandum of Agreement for Shared Time teachers is subject to the grievance procedure. Shared Time teachers shall have no right to file a grievance over any alleged violation of any provision of the PCEA contract.



Monica Merritt
Executive Director for Human Resources

2/8/13

Date



Robert Williams
Chief Negotiator, PCEA

2/8/13

Date

MOA – ECP & SHARED TIME

Early Childhood & Shared Time Teachers PCEA Contract Language

The Plymouth-Canton Community Schools and the Plymouth-Canton Education Association agree that the following areas of the contract will apply to Early Childhood and Shared Time teachers.

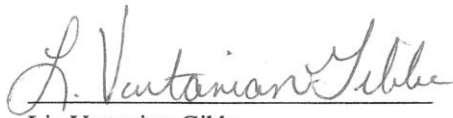
Article I	Recognition
Article II	Rights & Responsibilities
Article III	Rights & Responsibilities of the Association
Article IV	Fair Practice
Article V	Grievance Procedure
Article VI	Teaching Conditions-Preschool Language
Article VII	Class Size-Preschool Language
Article VIII	Mentoring
Article IX	Teacher Rights & Responsibilities
Article XI	Negotiations Procedures
Article XII	Employee Standards
Article XIII	Leave Policies
Article XV	Copy of Agreement
Article XVI	Conformity to Law- Saving Clause

Article XVII Contractual Obligations

Article XVIII Academic Freedom

Article XXI Miscellaneous


Article XXIV Duration



Liz Vartanian-Gibbs
Assistant Superintendent of Human Resources

5-13-19

Date



Christopher Hammond
Chief Negotiator, PCEA

5-13-19

Date

MOA – INDIVIDUAL READING INSTRUCTION PLANS

MEMORANDUM OF UNDERSTANDING

Between

PLYMOUTH-CANTON COMMUNITY SCHOOLS

and

PLYMOUTH-CANTON EDUCATION ASSOCIATION, MEA/NEA

Teachers with 8 or more Individual Reading Instruction Plans (“iRIP”s) during a screening window will receive a 1/2 day release day to write the iRIPs if a substitute is available.

Teachers with 16 or more iRIPs during a screening window will receive a full day release day to write the iRIPs if a substitute is available.


LIZ VARTANIAN-GIBBS

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

4820-6155-7911, v. 2

5-20-19

 5-20-19

CHRISTOPHER HAMMOND
PCEA CHIEF NEGOTIATOR

APPENDIX I

The below provisions shall be read in addition to or in place of the terms already contained within 2012-2015 Agreement between the Plymouth-Canton Board of Education and the Plymouth-Canton Education Association, MEA/NEA.

The term "Teacher" as used in this Appendix shall be limited only to those members of the Plymouth-Canton Education Association, MEA/NEA, whose employment is **NOT** regulated by 1937 (Ex Sess) PA 4, MCL 38.71 to 38.191 or who are **NOT** teachers, as that term is defined in section 1 of article I of 1937 (Ex Sess) PA 4, MCL 38.7.

The following non-certified staff/positions are represented in the following Appendix:

Psychologists
Social Workers
Nurses
Speech Pathologists
Counselors
Occupational Therapists
Physical Therapist

(1) **ARTICLE V, SECTION C(2) SHALL READ AS FOLLOWS:**

The following time limits shall act as limitations on the institution and filing of grievances, unless mutually extended or waived by both the Administration and the Association:

- a. Grievances pertaining to any disciplinary action taken by the Administration against any member or members of the bargaining unit shall be filed at the appropriate grievance level within twenty-five (25) days from the date written notice is given to the member or members affected by the disciplinary action so taken.
- b. Any other cause for grievance arising during the term of this Agreement shall be filed at the appropriate grievance level within twenty-five (25) days of the occurrence or impact on the teacher.

(2) **ARTICLE VIII SECTION B SHALL HAVE THE FOLLOWING SECTIONS INSERTED BEFORE THE SECTION ENTITLED "MENTORING":**

- A. All teachers shall be advised about the evaluative procedures and instruments, which are provided for by the contract.
- B. The parties agree to the following processes and procedures:
 1. Evaluation of a teacher in relation to his/her assignment is a continuous process and shall be conducted by an administrator. However, each formal observation by the administrator shall be made in person. All monitoring or observation of the teacher shall be conducted openly and with the knowledge of the teacher. This does not necessitate prior arrangement with the teacher.
 2. The administrators will evaluate the performance of all teachers each year in writing. Probationary teachers shall be formally observed at least twice during the school year with only one evaluation being completed by the administrator(s) during each year of probation. The two formal observations

shall be at least 60 days apart. The formal observations shall be for a minimum of thirty (30) minutes. Tenure teachers shall be evaluated every year by administration. Tenure teachers shall be formally observed at least twice during the school year with only one evaluation being completed by the administrator(s). There is no minimum amount of time required for tenure teacher observations. There is no minimum number of days between each observation. A tenure teacher, who received written notice of specific concerns with his/her work performance, may be placed on an Individual Development Plan of Improvement (IDP) by June 10th. Only one evaluation report will be written for teachers who have tenure in the District. While there may be more than one administrator involved in the evaluation, only one written evaluation report will be completed.

3. The probationary teacher and the administrator will hold a post-observation conference within five (5) work days of each formal observation (30 consecutive minutes) by the administrator. The conference may include a self-evaluation by the teacher. At the conference the administrator and teachers will discuss the observation and goals, if appropriate. If the observation identifies areas that are less than satisfactory, a written report, which identifies those areas and provide preliminary suggestions for improvement, will be drafted and provided to the teacher at that meeting. Within five (5) work days following the conference, written report, as specified in Section 4 below, will be provided to the teacher. If there are no areas identified as less than satisfactory, it is not required that a written draft report or conference summary be given to the teacher.

There is no pre-observation or post observation conference required for tenure teachers; however, either party may request a meeting at a mutually agreed upon time. Teachers are not required to submit pre-observation lesson plans. Each evaluator's observation notes will be shared with the tenure teacher either verbally or via email within five (5) working days. The teacher will acknowledge the sharing of notes by either a signed confirmation or by return email. If the observation identifies areas that are less than satisfactory, a written report, which identified those areas and provides preliminary suggestions for improvement, will be drafted and provided to the teacher.

The teacher may submit additional comments to any written observation in the event that he/she does not agree with the contents. All written formal evaluations are to be placed in the teacher's personnel file. A teacher shall be entitled, upon request, to confer with the Superintendent, or his/her designee, regarding his/her written observation or evaluation.

4. The written report of observations will indicate areas where growth is needed, if any, suggestions for improvements in such areas and progress made since the previous observation. Areas for consideration in teacher evaluation may include; appearance, attendance, punctuality, attitude, language, teacher-student, parent, community, administration relationships, subject-matter presentation, general aptitude for teaching. The teacher or administrator may request consultations or resource personnel to provide the kind of assistance required for continuing professional growth. The Board shall make every reasonable effort to provide such assistance.
5. If the evaluation will be summarized as "Effective" or "Highly Effective", the Summary Teacher Evaluation Report (Form D) will be completed by June 1 for probationary and tenure teachers. The Summary Teacher Evaluation Report will be signed by the teacher and the administrator by this date. The administrator will write a narrative that includes a summary of the teacher's

goals, a summary of the observations, and an overall qualitative statement of the teacher's professional performance. Each teacher is required to submit a reflection on his or her goals. The post-evaluation conference will take place by the last scheduled work day of the school year.

If the evaluation will be summarized as "Ineffective" or "Minimally Effective", the Summary Teacher Evaluation Report (Form D) with signatures must be completed by both parties prior to June 1.

6. Teachers whose services are being considered for termination under provisions of the Tenure Act shall receive a registered letter of notification and statement of charges from the Superintendent, or his/her designee, and advised of their rights under the Tenure Act for a hearing and appeal.
7. A joint committee of the Administration and Association is to meet during the school year for the purpose of evaluating, refining and developing adequate evaluation forms and procedures to be used in the total teacher evaluation process. The only evaluation forms used shall be those approved by the joint committee.
8. An evaluation team consisting of an administrator from Student Services and all building principals for whom he/she serves, may evaluate the school nurse.
9. Teachers may be requested to provide evidence of proper planning, but shall not be regimented as to the format of lesson plans and shall not be routinely requested to hand in lesson plans on a regular basis unless on a Program of Assistance.
10. The Employer and the Association recognize that there are many effective teaching methods, styles of presentation and techniques. Teachers shall not be regimented as to a particular method, style of presentation or technique.
11. In the event that a Tenure Teacher received an evaluation that is an "Ineffective" or "Minimally Effective", a written notice of intent to be placed on an Individual Development Plan for Improvement (IDP) must be provided to the teacher, with specific reason(s) stated for this action. The IDP shall be designed by the committee below by June 1 of the year of the Ineffective or Minimally Effective Evaluation. The IDP will serve as the evaluation for the subsequent year.
 - a. An IDP resulting from a Minimally Effective evaluation shall end by the following June 1st unless all the members of the committee below agree to an earlier or later date. The IDP resulting from a Minimally Effective evaluation shall include four (4) mutually agreeable written updates. These updates will be comprehensive and should address the areas of concern from the previous evaluation, as described on the Goal Setting and Action Plan Worksheet.
 - b. An IDP resulting from an Ineffective evaluation shall end by the following June 1 unless all the members of the committee below agree to an earlier or later date. The IDP resulting from an Ineffective evaluation shall include three (3) mutually agreeable written updates. These updates will be comprehensive and should address the areas of concern from the previous evaluation, as described on the Goal Setting and Action Plan Worksheet.

There will be no requirement to extend an IDP beyond the above timelines, or develop a second IDP for a teacher, even if an IDP started due to a Minimally Effective evaluation results in an Ineffective IDP. If an IDP results in an Effective evaluation, the subsequent on cycle evaluation will be three (3) years after the satisfactory IDP. An IDP will be instituted and carried out in the following manner.

- A committee consisting of the employee, the immediate supervisor, a Central Office Representative of the Department of Instruction, and the PCEA President, or his/her designee, shall be formed.
- The immediate supervisor shall share with the committee what the deficiency(ies) are in writing and shall outline activities that will correct the deficiency(ies). The teacher shall develop goals to address the deficiency(ies) subject to the approval of the committee.

The teacher shall state, in writing, measurable objectives and list activities subject to the approval of the committee. The committee shall establish a timeline and procedure to observe, monitor and provide for feedback regarding progress, as well as to assess performance and evaluate progress toward correcting the deficiency(ies). The committee shall also provide for any additional assistance within the resources available.

C. EVALUATION PROCEDURE SUMMARY AND TIMELINES

Teacher evaluation procedures were updated during the 2016-17 school year. Teachers were provided a copy of the new document. Contact your building administrator or Human Resources Department if you have any questions.

(3) ARTICLE IX, SECTION A(10), SHALL READ AS FOLLOWS:

- a. The Board may adopt rules and regulations not in conflict with the terms of this Agreement.
- b. Disciplinary action shall be defined as any oral warning, written reprimand, suspension, discharge or deprivation of any compensation or professional advantage.
- c. A teacher shall be entitled to have present a representative of the Association for any disciplinary action. Disciplinary action will not be effectuated until the teacher has had the opportunity to request the presence of an Association representative.
- d. Whenever a disciplinary action is reduced to writing by the administrator, the findings and decisions of the administrator shall be filed, in writing, in the teacher's central personnel file and a copy thereof given to the teacher.
- e. No teacher shall be issued an oral warning, written reprimand, suspended, discharged or deprived of any compensation or professional advantage without just cause.

- f. All information forming the basis for disciplinary action shall be made available to the teacher and to the Association, with the consent of the teacher, upon request.

(4) ARTICLE IX, SECTION D, SHALL HAVE THE FOLLOWING INSERTED AS SUBSECTIONS (3) AND (4):

- 3. Any derogatory materials to be included in a teacher's official personnel file shall be placed in the file within ninety (90) calendar days after the incident(s) occurred.
- 4. Materials in a teacher's personnel file may be removed upon his/her request in accordance with the following stipulations:
 - a. After two (2) years of inclusion, the teacher may request the administrator to submit documentation that would negate any derogatory material included in the file, providing adequate changes have been demonstrated.
 - b. If such adequate changes continue for an additional year, the derogatory material shall be removed from the teacher's personnel file.
 - c. Derogatory materials that have been in the teacher's personnel file for three (3) years or more at the time of review may be removed without documentation and without the one (1) year waiting period, at the discretion of the building administrator and/or the Human Resources Administrator.

(5) ARTICLE X, SECTION B, SHALL READ AS FOLLOWS:

- 1. In order to assure that pupils are taught by teachers working within areas for which they are highly qualified as defined by the Michigan Department of Education, teachers shall be assigned, except in accordance with the regulations of the Elementary and Secondary Education Act (ESEA) and the Michigan Department of Education to subjects and/or grades or other classes within the scope of their teaching certificates and/or their major or minor fields of study.
- 2. A teacher who desires a change in grade and/or subject assignments in his/her own building shall file a written request with his/her building principal.
- 3. Any teacher to whom the District has an obligation to increase up to his/her original FTE must notify the Human Resources Administrator by March 15 of the year prior to placement.
- 4. Teachers shall be notified in writing of any changes in their assignments for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach and any special or unusual classes or assignments that they will have, as soon as practicable and under normal circumstances not later than July 15, provided that in the event of a change in circumstances or conditions subsequent to August 1 (e.g. resignation) such assignments may be changed as required to meet the situation. The teacher shall be informed of the reasons for any changes that become necessary after August 1.

5. In the determination of transfer requests, the convenience and wishes of the individual teacher will be honored to the extent that these considerations do not conflict with the instructional requirements and best interest of the school system and the pupils. In the event that an involuntary transfer is made, the teacher shall be notified of the reasons for the transfer at the time. Such transfers will be made on the basis of certification, experience and length of service in the district. When certification and experience of the teachers are substantially equal, the teacher with the least seniority will be transferred first.
6. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such teachers shall be notified of any change in their schedules as soon as practicable.
7. Teacher assignments and transfers shall be made in accordance with Article IV Fair Practices.
8. All vacant positions will be posted after teachers to whom the District has a employment obligation, who are certified and highly qualified, have been placed. There will be no transfer list produced by PCCS. Postings will be for at least five (5) workdays, and will be posted both internally and externally at the same time. The Human Resources Administrator shall be responsible for these postings. Postings shall be sent to each building principal, the PCEA Chairperson in each building, and the PCEA President. The posting shall include, at a minimum, the subject assignment, if applicable, and qualifications. Any special education vacancy, which arises after the first day of the second semester, may be filled by a long-term substitute teacher. Any general education vacancy, which arises after April 1st may be filled by a long-term substitute teacher.

Current members of the PCEA will be guaranteed an interview provided that the teachers meet the posted qualifications and are certified and highly qualified for the assignment. These teachers will be interviewed and considered before external applicants are interviewed. However, if an opening is posted two (2) weeks or less before teachers report for the new school year, the mandatory interview of internal applicants may be waived. The administrator may interview internal and/or external applicants at this time. An internal applicant who was not selected for a posted position will at least be given verbal feedback from the administrator about the reason(s) he/she was denied the position.

In most transfers the current teacher will not leave his/her current assignment until his/her position is filled. However, both parties recognize that there will be flexibility by Administration in determining when the actual transfer occurs.

9. Two teachers who wish to switch positions may do so prior to the beginning of a school year. Any such requests for a job switch must be made on a form provided by the Human Resources and signed by both teachers. Any such requests must be submitted to the Human Resources prior to the beginning of a school year. The final decision to grant any request rests with the Human Resources Administrator and is final.
10. Two teachers who wish to job share a position may submit a request on a form provided by the Human Resources. It is understood that time and benefits will be appropriately reduced and that the commitment is for a full year. At the end of the year, the teachers will be returned to their previous FTE level.

commensurate with the positions held prior to the job share arrangement, for which the teachers are certified. The high seniority teacher in the job share will stay in that position. Any such request must be submitted to the Human Resources by March 15 each year. The final decision to grant any request rests with the Human Resources Administrator and is final.

11. Current employed teachers will not be required to teach a lesson in order to be considered for a transfer.
12. A part time teacher to whom the district has no obligation to increase his/her FTE, will be assured of an interview, prior to out of district applicants, if seeking a change between buildings. If the increase is within a building, it will be accomplished upon recommendation of the building principal.
13. Alternative Education or ELL teachers shall have the same transfer rights as the K-12 teachers, including the right to an interview for another building.

(6) ARTICLE XI, SECTION D SHALL READ:

D. Proper areas of interest on the part of teachers include:

Teacher Rights	Sick Leave	Negotiation Procedures
Teaching Hours	Leave Pay	Grievance Procedures
Teaching Conditions	Leave of Absence	Non-teaching Assignments
Transfers	Sabbatical Leave	Professional Compensation
Fair Practices	Terminal Leave	Teaching Loads & Assignments
Overtime Pay	Ins. Protection	Vacancies and Promotions
Duration of Agree.	Teacher Evaluation	Curriculum Development

The above is not an exhaustive list of items subject to negotiation and items may be added or deleted with the consent of both parties.

(7) ARTICLE XIX, SHALL READ:

- A. To the full extent permitted by law, this Agreement shall be binding upon the Board and its successor personnel and upon any school district into which or with which this district shall be merged or combined.
- B. No teacher shall be discharged or laid off pursuant to a necessary reduction in personnel unless there is substantial decrease in the students enrolled in the school district or there is substantial decrease in per pupil revenues. Whenever possible, notice of discontinuance of service shall be given to both probationary and tenure teachers at least sixty (60) days before the end of the school year proceeding the year in which such discontinuance of service shall become effective. It is recognized, however, that circumstances may dictate a reduction in force subsequent to such notice period, and in such event the Board will make every reasonable effort to give such advance notice as is possible under the circumstances. In any event thirty (30) days notice shall be given prior to discontinuance of service.

The following layoff procedures shall prevail:

1. Specially certified teachers in the specific positions being reduced or eliminated shall be laid off first, provided there are qualified certified teachers to replace and perform all of the duties of the laid off teachers.

2. If reduction is still necessary then probationary teachers will be laid off, provided there are highly qualified, certified (Article XII, C) teachers to replace and perform all of the duties of the laid off teachers.
 3. If reduction is still necessary a teacher with the least district wide seniority in that building and department whose position has been eliminated shall be transferred to any existing vacancy for which he/she is highly qualified and certified (K-12, K- 8, 7-12). If no vacancy exists, the teacher whose position has been eliminated and therefore, required to transfer involuntarily shall replace the teacher with the least seniority for whose position he/she is highly qualified and certified (K-12, K 8, 7-12) at the time of reduction. The teacher will be returned to his/her original position when a vacancy occurs if he/she wishes to return.
 4. A teacher returning from laid off status prior to the beginning of the school year shall be returned to his/her original position if the position exists, seniority permitting.
- C. Recall will be based on a reversal to Section B above, i.e., the last laid off will be the first recalled, providing that all tenure teachers on leave, have been reinstated prior to recall of probationers.
 - D. Teachers being recalled will be given ten (10) days from the date of the mailing of a registered letter of recall to indicate their acceptance or rejection of reemployment. Failure to respond within the ten (10) day period will end the employee's seniority rights, except that a teacher who is sick shall notify the Board of his/her intent to return as soon as possible, and from the date of his/her notifying the Board, shall be deemed to be on sick leave. A substitute shall be hired in his/her place until he/she returns from sick leave. A substitute position of this nature shall be offered first to any remaining teachers who are yet laid off.
 - E. No new teacher shall be hired in a subject area until all laid off teachers, who are highly qualified, from that subject area have been recalled or decline the opening.
 - F. No new teachers shall be hired in a subject area before teachers who are laid off from other subject areas who may be qualified, and who possess the necessary certification, are recalled or decline the opening.
 - G. Layoff means removal from the payroll with no employment rights, other than retention of seniority status and recall rights as noted above. Such rights shall extend through the duration of this Agreement.
 - H. Seniority for full or part time professional staff shall be defined as total years of contractual certified service to the Plymouth-Canton Community Schools as defined by the Association recognition clause in Article I computed from the first day they reported for work.

All leaves of absence shall not be an interruption of seniority.

Teachers will receive one (1) year of seniority for each year the teacher is employed or on an approved leave of absence.

If a person resigns, or otherwise leaves the employ of the district other than on an approved leave of absence, and subsequently returns, he/she will be entitled to reinstatement of his/her previous earned seniority if: A) written notice is received by Human Resources Department from the teacher by July 1st of the year of the

termination, B) the teacher does not terminate his/her employment prior to the end of a school year, and C) he/she is reemployed by the district prior to the beginning of the school year which begins three (3) years after the termination date. If any of the above three (3) conditions are not met, seniority will be computed from the first day he/she reports to work after returning to the employ of the Board. (e.g., written notice of termination is received June 1, 1996 to be effective at the end of the 1995-96 school year and the teacher is rehired by the district August 15, 1999. The teacher will receive previously earned seniority).

All administrators who have accrued seniority in the teachers bargaining unit prior to September 1, 1976, pursuant to Article XIX, Section H., may fill only a vacant position within the bargaining unit as defined by Article I. Any administrator hired after September 1, 1976, shall not accrue seniority in the teacher bargaining unit.

Part time employees will receive a full day of seniority for each day worked. If the assignment is for a full school year, regardless of the schedule, the teacher will receive a full year of seniority.

It is understood that these seniority provisions have no impact on any provision affecting salary including but not limited to salary step placement or longevity.

- I. A seniority list shall be compiled each school year. This year shall take into account the actual or projected days of seniority to the end of each school year, and a finalized listing, with any corrections, shall be available by May 1st of each year. All teachers shall be ranked on the list computed from the first day they reported to work as a member of the bargaining unit.

In determining layoff or recall for any subsequent school year, this projected and corrected May 1st list shall prevail and be the effective list used for the full subsequent year, and shall remain as the seniority standing for employees until the new list is projected and/or finalized.

Nurses shall have a separate seniority list. All layoffs and recall of school nurses shall be by seniority.

- J. In the circumstances of more than one individual teacher with the same number of service years defined as seniority in Article XIX, Section H., the individuals so affected will participate in a drawing, by lot, to determine position on the seniority list. The Human Resources Department will notify the Association and teacher so affected in writing of the date, place and time of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected teachers and P.C.E.A. representatives to be in attendance.

- K. The Association and the Board agree that the general interpretation of the procedures of the Master Agreement dealing with certification, recall, and seniority, and specifically the timelines and procedure related to school district's recognition of teacher certification, re-certification, or the addition of endorsements, shall be as follows:

1. By March 15th of each school year, teachers who intend to secure additional endorsements or certification, shall notify the Human Resources Department in writing and include the change sought, the university involved, and the expected completion date.
2. By the last teacher workday of that school year, any teacher who has submitted a written intent as set forth in Paragraph 1 above, shall supply the Human Resources

Department with written proof from the teacher certification office of the university that all work has been completed by such date, and that recommendation by the university will be made to the Michigan Department of Education and Certification Office to be effective by the beginning of the subsequent school year.

3. Prior to the first teacher workday of the subsequent school year, the teacher must present to the personnel office an official certificate indicating any such change in certification or endorsement.

For purposes of recall or reassignment, the Association and the Board agree that no change in endorsement or certification will be recognized or honored unless the afore-listed procedure and timelines have been adhered to strictly and specifically. Failure to adhere strictly to the procedure and timelines shall delay the recognition of such change, and accordingly delay recall or reassignment, until the following year's seniority list has been developed and the afore-stated procedures have been met, except that should a vacancy or new position arise after the opening of school, then any valid certification shall be recognized in the recall process.

- L. Certified and highly qualified positions will be posted after teachers to whom the District has an employment obligation, consistent with certification, have been placed. Postings will be for at least five (5) work days. The Human Resources Administrator shall be responsible for these postings. Postings shall be sent to each building principal, the PCEA Chairperson in each building, and the PCEA President. The posting shall include, at a minimum, the subject assignment, if applicable, and qualifications. Any special education vacancy which arises after the first day of the second semester, may be filled by a long term substitute teacher. Any general education vacancy which arises after April 1st may be filled by a long term substitute teacher.

(8) ARTICLE XX, SHALL HAVE THE FOLLOWING SECTIONS ADDED AFTER SECTION A:

- B. Assignments within the ESY program shall be made on the basis of state certification and seniority in the Plymouth-Canton Community School System wherever possible. Teachers with the most seniority shall be given their choice of initial and/or open teaching and track assignments in their building, length of assignment, assignments of additional days of work beyond the days listed in the calendar and vacation periods, wherever possible.
- C. No teacher shall be assigned into an ESY program without his/her consent except as outlined in this Section. Teachers shall be allowed to volunteer for an ESY assignment. If there are not enough volunteers to staff the ESY schools, then the Board may assign staff based upon seniority. Those teachers currently assigned to ESY schools, who elect not to teach in ESY shall be reassigned to existing openings by seniority. If there are no existing openings for which the teacher is certified then he/she may bump the lowest seniority teacher in the system in his/her field of certification.

(9) ARTICLE XXIII, SHALL HAVE THE FOLLOWING SECTION ADDED AFTER SECTION B:

- C. Neither participation nor non-participation in these areas shall be a criterion for evaluation, discipline or discharge.

APPENDIX J

OLD LANGUAGE

- a. Each section of half day kindergarten will receive thirty-five (35) minutes of physical education, thirty (30) minutes of media, and thirty-two and a half (32.5) minutes of music or art per week. This will give a.m. and p.m. half day kindergarten classes ninety-seven and a half (97.5) minutes of special classes. The six minutes of planning time at lunch will be eliminated.

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