

2021-2022

2022-2023

2023-2024

PROFESSIONAL AGREEMENT

BETWEEN THE

MANISTIQUE AREA SCHOOLS BOARD OF EDUCATION

AND THE

MANISTIQUE EDUCATION ASSOCIATION

AND THE

UPPER PENINSULA EDUCATION ASSOCIATION

AND THE

MICHIGAN EDUCATION ASSOCIATION

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INTRODUCTION

This Agreement, effective this 1st day of July, 2021 through June 30, 2024 by and between the Manistique Education Association (MEA), the Upper Peninsula Education Association, and the Michigan Education Association, hereinafter called the “Association”, and the Manistique Area School District, in Schoolcraft County, Michigan, hereinafter called the “Employer”. The signatories shall be the sole parties to this Agreement.

ARTICLE I – RECOGNITION

- A. The Employer hereby recognizes the Association as the sole and exclusive bargaining representative for all certified teachers employed by the Board whether under written contract or on leave authorized by the Employer. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory and administrative. Such representation shall exclude the Superintendent, Community School Director, High School Principal, Business Manager, Elementary Principal, Director of Services, Director of Grounds and Maintenance, Administrative Assistant, Shared Time Teachers (teachers and other non-supervisory professionals hired by the District and assigned exclusively to staff shared time programs operated by the District in non-public schools shall not be members of the Association’s bargaining unit and shall be regarded as specifically excluded from the bargaining unit), and any other position engaged fifty percent of the time in the district administration and supervision of professional positions. The term “teacher” when used hereinafter in the Agreement shall refer to all professional employees represented by the Association in the bargaining and negotiating unit as above defined.
- B. The Employer agrees not to negotiate with or recognize any teachers’ organization other than the Association for the duration of this Agreement.

ARTICLE II – ASSOCIATION AND TEACHERS RIGHTS

- A. Pursuant to the Michigan Public Employment Relations Act, the Employer hereby agrees that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his participation in collective professional negotiations with the Employer, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or condition 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 Michigan State laws and regulations. The rights granted to teachers in the contract shall be deemed to be in addition to those provided by the Michigan and Federal Supreme Courts as applicable.
- C. The Teachers and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided that when special custodial service is required, the Employer may make a reasonable charge. Use of buildings shall be consistent with the Board of Education policy on building use.

- D. Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations and the teacher's responsibility to the learner.
- E. The Teachers shall have the right to use school facilities and equipment at reasonable times, when such equipment is not otherwise in use. The Teachers shall pay for the reasonable cost of all materials and labor incidental to such use.
- F. The Teachers shall have the right to post notices of activities and matters of Teachers concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Teachers may use the teacher mail boxes for communication to teachers, to the extent that such use does not violate federal postal regulations. The Teachers shall not be authorized to use the school postage meter.
- G. The Employer agrees to furnish the Teachers, in response to written request, information which is pertinent to collective bargaining, mediation, fact finding, and the grievance procedure. Such information shall be limited to that which is normally kept by the school administration.

ARTICLE III – RIGHTS OF THE EMPLOYER

The Teachers recognize that the Employer has responsibility and authority to manage and direct, in behalf of the public, all the operations and activities of the school district to the full extent authorized by state and federal laws, codes, and regulations, provided that such rights and responsibilities shall be exercised by the Employer in conformity with the provisions of the Agreement and then only to the extent such specific and expressed terms hereof are in accordance with the Constitution and laws as amended by the State of Michigan, and the Constitution and laws of the United States.

The Manistique Area School District is a general powers school district in accordance with Public Act 289 of 1995, Public Act 451 of 1976, MCL 380.11a, as amended.

ARTICLE IV – TEACHING HOURS AND CLASS LOAD

- A. Teachers will observe the following hours: 15 minutes before the teacher's first teaching assignment, and 15 minutes after the teacher's last teaching assignment. Classroom teachers shall be at their teaching stations 10 minutes before their first class period in the morning and 5 minutes before the class following the noon hour break, and between each class period, within reason. They shall remain at their teaching station 5 minutes after their last class of the day. Should the teacher's assignment extend beyond seventh period, the teacher's departure need not extend beyond 15 minutes, and may be reduced by mutual agreement of the secondary principal and approval of the Teachers.
- B. Exceptions to the above schedule may be made when mutually agreed upon by the teacher and the high school principal, or the teacher and the elementary supervisor or building principal. Teachers may be required to attend meetings called by the administration. One meeting a month may extend 1 hour beyond the end of the school day for students. The above limitations do not apply when a teacher's attendance is required at an I.E.P.C.

meeting, nor shall such I.E.P.C. meeting(s) count as the “one meeting per month” allowed in this section.

- C. The normal weekly teaching load in the middle and high school will be 25 teaching periods and 5 unassigned preparation periods or not to exceed 30 hours of pupil contact per week. Assignment to a supervised study period shall be considered a teaching period for purposes of this Article. The normal weekly teaching load in the elementary schools shall not exceed 30 hours of pupil contact per week. Section C shall not apply to extracurricular activities or duties which are assumed voluntarily.
 - 1. If a teacher in the middle or high school shall teach more than the normal teaching load as set forth in the Article, he/she shall receive additional compensation at one-sixth (1/6) times his regular teaching salary per year. Assignment of more than five teaching periods shall be subject to the approval of the teacher involved.
 - 2. Any elementary teacher who is forced to forfeit his/her assigned relief period will be granted compensatory time equal to the lost time.
- D. All teachers shall be entitled to a duty-free, uninterrupted, 30-minute lunch period.
- E. Elementary teachers will be provided one fifteen minute relief period each day. In addition, elementary teachers may use for preparation all time during which their classes are receiving instruction from various teaching specialists. Elementary teachers will be provided one (45) minute preparation relief period per teacher four days per week.
- F. Itinerant teachers of music, art, physical education and reading shall be provided with relief and preparation time to the same extent as other teachers in the district. Special education teachers shall be provided relief and preparation time the same as other teachers in their building. Librarians, counselors, and other bargaining unit members whose positions are not primarily student instruction oriented shall not be provided with assigned preparation time.
- G. A teacher engaged during the school day in negotiating in behalf of the Teachers with any representative of the Employer or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.
- H. Recognizing periodic changes in student status and enrollment subsequent to the start of the school year, to the extent possible, special needs students will be assigned in equitable numbers across general education grade and subject levels.

The Administration shall provide necessary professional development training to the teacher regarding the instruction and behavioral management of special needs students in the regular education classroom setting.

ARTICLE V – TEACHING CONDITIONS

- A. The Employer recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The Employer will confer with the staff from time to time for the

purpose of improving the selection and use of such educational tools. The Employer shall at all times keep the schools equipped and maintained.

- B. The Employer shall provide in-service programs. The Teachers shall assist the Employer in developing and implementing such in-service programs. Mandatory in-service training programs shall be held on days scheduled as working days in the school calendar. In-service days held on days other than those scheduled in the school calendar shall be voluntary, and teachers shall be paid at the maximum established rate for substitute teachers.
- C. The Employer and the Administration mutually recognize the importance of continuous use of teaching reference material in maintaining a high level of professional performance. In furtherance of that recognition, the Employer shall provide a teacher reference library and include therein texts which are reasonably requested by the teachers of the school.
- D. The Employer agrees to make available one central area for duplicating facilities and clerical personnel to aid teachers in the preparation of instructional materials.
- E. The Employer shall provide upon written request to the Director of Services:
 - 1. A separate desk for each teacher in the district with a lockable drawer space.
 - 2. Suitable space for each teacher to store coats, overshoes, and personal articles.
 - 3. Adequate chalkboard or whiteboard space in every classroom.
 - 4. Copies, exclusively for each teacher's use, of all texts used in each of the courses he/she is to teach.
 - 5. A dictionary in every classroom.
 - 6. Adequate storage space in each classroom for instructional materials.
 - 7. Adequate attendance books, paper, pencils, pens, chalk, erasers and other such materials required in daily teaching responsibilities.
 - 8. Each teacher shall be provided a key to his/her classroom.
 - 9. Maintenance of technology provided for instructional purposes.
- F. To relieve teachers of clerical, cafeteria, patrol, bus and hall duty, the Employer agrees to engage personnel in the high school and in each junior high school and elementary school as requested by the principal subject to the approval of the superintendent.
- G. Personnel will handle patrol duties, inventorying of supplies and equipment, duplication of teaching materials, operation of audio-visual equipment, collection of monies for milk and lunch, and assist with study halls, and similar non-professional responsibilities.

- H. The Employer shall make available in each school, restrooms and lavatory facilities for teachers' use and at least one room, appropriately furnished, which shall be for use as a faculty lounge.
- I. Telephone facilities shall be made available to teachers for their reasonable use.
- J. Adequate off-street parking facilities shall be made available to teachers and shall be so identified at the high school.
- K. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, as determined by qualified experts.
- L. The parties recognize that optimum school facilities for both student and teacher are desirable to insure the high quality of education that is the goal of both the Teachers and the Employer. It is also acknowledged that the primary duty and responsibility of the teachers is to teach and the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.
- M. The Employer and/or its representative agrees to meet upon request of the Teachers with representatives of the Teachers concerning relief from oversized classes and overcrowded conditions with the understanding that all reasonable means shall be implemented by the Employer to secure this end. A teacher, believing that his/her teaching assignment includes a class (or classes) that is oversized and/or overcrowded, shall have the right to submit a written request to their immediate administrator, asking to have the condition remedied. The request shall include the reasons the teacher believes the overload exists. If the administrator disagrees or is unable to remedy the situation to the satisfaction of the teacher, the matter shall be referred to a panel made up of the administrator, the superintendent or his designee, the teacher, and a representative of the Teachers. If appropriate, the panel can also include a department chairperson. The panel will attempt to remedy the situation, if possible, given the existing budgetary, physical plant, curricular, and other constraints.

ARTICLE VI – DEPARTMENT OR GRADE SUBDIVISION CHAIRPERSONS

- A. Middle and high school teachers may be subdivided into the following departments:

- Mathematics – Computers
- Science
- Special Education – Library
- Social Studies – Counseling
- English – Reading – Foreign Language
- Business – Fine Arts – Industrial Arts – Home Economics – Physical Education

ARTICLE VII – PROFESSIONAL QUALIFICATIONS

- A. Teachers employed by the Employer for regular teaching assignments shall meet the legal standards for teachers in the State of Michigan.
- B. Every teacher shall be responsible for leaving a forwarding address with the superintendent or his/her designated representative by the last day of school.

- C. Assignments by the superintendent made in addition to the normal teaching schedule, during the regular school year, including extra duties enumerated in Appendix B, and summer school courses, shall not be obligatory but shall be with the consent of the teacher.

ARTICLE VIII – VACANCIES, PROMOTIONS AND TRANSFERS

- A. Requests by a teacher for a transfer to a different class, building or position shall be made in writing annually, on forms furnished by the Employer (appendix G), a copy of which shall be filed with the superintendent, one copy in the teacher's file, and upon request of the teacher, one copy filed with the Association. The application shall set forth the reasons for transfer, the school position sought and the applicant's academic qualifications.
- B. The Teachers recognize that when vacancies occur during the school year, it may be difficult to fill them from within the district without undue disruption to the existing instructional program. Such a vacancy may be filled on a temporary basis until the end of the current school year, at which time the position will be considered vacant.
- C. Qualified bargaining unit members who apply for vacant extra-duty positions will be given hiring preference over other applicants. Extra-duty positions held by non-bargaining unit members may be posted annually at the discretion of the administration. All extra-duty position appointments are made contingent upon the activity being sponsored by the district. If any activity is cancelled or not scheduled for any reason, then the employee will be paid on a pro rata basis for his or her services.

ARTICLE IX – ILLNESS, DEATH, DISABILITY AND ABSENCE

- A. At the beginning of each school year, each full-time employee shall be credited with twelve (12) days of sick leave, the unused portion of which shall accumulate from year to year up to 130 days. Employees hired September 8, 2015 or before, who accrue 130 days of sick leave will be paid at the daily rate for one-half of their unused yearly sick leave days at the end of the fiscal year the 130 day total was reached, and each year thereafter as long as the 130 day total is maintained. Employees hired after September 8, 2015 are not entitled to any annual payout for unused sick days. Sick leave for part-time teachers or other professional personnel under contract who are members of the bargaining unit shall be prorated at the rate of one (1) day for each fifteen (15) days contracted. Should the probationary teacher's utilization of sick leave exceed service to the district, the teacher will reimburse the district for such cost. The leave days may be taken for the following reasons and subject to the following conditions:
 - 1. Personal Illness or Disability – The employee may use all or any portion of his/her leave to recover from his/her own illness or disability, including disability associated with pregnancy and childbirth.
 - 2. Employees admitted to the hospital for disability and/or treatment, other than initial testing, shall submit a written statement from the attending physician attesting to the employee's ability to return to regular employment. Obtaining of said medical release to return to work is the responsibility of the employee. Said statement must be submitted to the superintendent or his designee at least forty eight (48) hours before the employee's scheduled return.

3. The employee may use a maximum of five (5) days per year for an illness in his immediate family (see 5 below for definition of immediate family) and/or one day to make arrangements for necessary medical or nursing care.
 4. A maximum of five (5) days per school year shall be allowed for a critical illness in the immediate family. (See 5 below for the definition of immediate family.)
 5. Death in the Immediate Family – The employee may take a maximum of ten (10) days per school year. Immediate family shall be interpreted as spouse, mother, father, brother, sister, children, grandchildren, father-in-law, mother-in-law, grandparents, and step-children.
 6. All employees in the bargaining unit shall receive annual notice of accumulated sick leave credit in June routinely.
 7. Upon suspect absences (potential abuse of sick leave), the supervisor may request/require verification from a health care professional of the necessity for the teacher to be absent from duty.
 8. A teacher who intends to be absent should call the principal the day before the absence or between 7:00 a.m. and 7:30 a.m. on the morning thereof. Calls can also be made to the Central Office to the Elementary Office Coordinator. When pregnancy absence is contemplated, the superintendent or principal should be notified as far in advance as possible.
 9. A teacher may attend a funeral of a close friend. Attendance is limited to one (1) day and is deductible from sick leave.
- B. Employee tardiness caused by inclement weather making transportation extremely hazardous will not be treated as a deduction if a teacher reports in during the session (a.m. or p.m.). If a half day or total day is missed, this will be treated as a deduction using the daily pay rate. Employees shall notify the appropriate authority when absence or tardiness due to severe road conditions prevent them from reporting for services.
- C. Leaves of absence with pay not chargeable against the teacher's sick leave shall be granted for the following reasons:
1. Absence when a teacher is called for jury duty. If wages are paid for the jury service, the amount paid shall be remitted to the District.
 2. Court appearance in any case when a teacher is subpoenaed to attend any proceedings.
 3. Visitation approved by the superintendent or Employer to other schools or for attending educational conferences or conventions.
 4. Governmental duties – If wages are paid for governmental duties, the amount up to the substitute's wages shall be deducted from the teacher's salary.

5. When a teacher is absent from work because of mumps, scarlet fever, measles, chicken pox, conjunctivitis (Pink Eye), COVID-19, or scabies/lice and it was a work-related exposure.
 - a. Quarantine employees who are quarantined but are asymptomatic shall be required to provide remote services during the normal working hours.
 - b. Symptomatic employees who test positive for COVID-19 (or are in the process of being tested) shall not be required to do work while under isolation/quarantine and shall not be charged time against their personal sick leave if contact tracing shows they were exposed at work and they have been fully vaccinated and are current with FDA approved COVID vaccine booster shots based on availability.
- D. Leaves of absence without pay – Any teacher whose personal illness extends beyond his/her accrued sick leave shall be granted a leave of absence without pay for such time as it is necessary for complete recovery from such illness or pregnancy, provided that the leave of absence doesn't extend beyond the current school year.
- E. All members of the bargaining unit of Manistique Area Schools are covered under the Workers' Compensation Act. Each accident resulting in injury shall be reported to the superintendent, director of services, or the building principal immediately.
- F. Manistique Area Schools will pay to any member of this bargaining unit 100 percent of his/her regular salary for the first 30 days of absence due to a job related injury. Additional days of absence resulting from the same injury shall be paid at the rate of 80 percent of his/her regular salary. If the teacher's claim is disallowed by the administrator of the district's worker compensation program, the days paid shall be deducted from accumulated and future sick leave time, if necessary. Such payment shall not exceed 180 school days, with no subtraction of sick leave.

Such injured employee shall apply for Workers' Compensation benefits when eligible (8th day of disability) and shall sign and deliver to the school all checks that he/she receives from the agency paying such claims.

Manistique Area Schools will guarantee that the above method of payment will not result in reduction of net income, providing the injured individual records the income shown as sick pay on his/her annual income tax return.

ARTICLE X – PERSONAL AND ASSOCIATION LEAVE

- A. Personal Day. Each teacher will be granted three (3) personal days accumulative to a maximum of five, with said days to be taken at the discretion of the teacher, in a minimum of 3-hour increments. Unused personal days beyond the five allowed will accumulate as sick days at the end of the school year. The teacher will give written notice to the superintendent at least forty-eight (48) hours (absent emergency circumstances) in advance. It is understood that such leave is not to be taken on the first or last day of the school year, after May 15, unless subs are available, or on parent-teacher conference days. When such leave days are requested on the first or last day preceding or following any scheduled break during the school year, only the first four (4) teachers applying shall be granted a personal day. The number of teachers on personal leave in the middle school/high school may not exceed three (3) on the same day.

- B. Teachers rendering services other than to the Manistique Area Schools shall be considered on a day's leave without pay.
- C. Association Days. At the beginning of every school year, the Association shall be credited with ten (10) days to be used by teachers, or officers or agents of the Association, in a minimum of 3-hour increments. The agents of the Association are appointed by the Association president. A copy of the appointees shall be made available to the superintendent no later than the second Friday after school commences. Use of Association days shall be at the discretion of the Association. The Association agrees to notify the superintendent, in writing, no less than forty-eight (48) hours in advance of taking such leave. The Employer will assume the expense of the substitute salary for the ten (10) Association days taken. The Association shall reimburse the district for the retirement contribution.
- D. Banked Sub Time. A teacher may be used as a substitute teacher. In the event that a teacher does substitute for another, all or part of the time may be turned in for payment at the Teacher's Extra Duty rate, or allowed to accrue as sick leave time, (in three-hour increments) with six such hours equaling one day of sick leave. All or part of the time may be accumulated and used as a personal day (6 hours = 1 day). Such personal days shall be used in accordance with Section A of this Article, with the following exceptions:
 - 1. Banked sub time may not be used after May 15 of the current school year as a personal day; and
 - 2. Accumulated time up to a maximum of twelve (12) hours may be transferred to the first semester of the following school year. Transferred, accumulated time must be used in the first semester of the following school year.

ARTICLE XI – SABBATICAL LEAVE

- A. Teachers who have been employed for seven (7) consecutive years in the Manistique Area School District may be granted a sabbatical leave by the Employer for professional improvement for up to one (1) year. It is agreed that professional improvement includes, but is not limited to attending a college, university, or other educational institution.
- B. To qualify for such sabbatical leave, a teacher must hold a valid Michigan teaching certificate.
- C. During said sabbatical leave, the teacher shall be considered to be in the employ of said Employer, shall have a contract and shall be paid one-half (1/2) his/her annual salary, plus one-half (1/2) his/her health insurance and one-half (1/2) his/her dental and vision insurance. The Employer shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
- D. Teachers on sabbatical leave shall be allowed credit toward retirement for time spent on such leave in accordance with the rules and regulations established by the Michigan Public School Employees Retirement Board.

- E. A teacher shall be required to return to the district for a period of not less than one year, unless released by the Employer.

ARTICLE XII – UNPAID LEAVES OF ABSENCE

- A. A leave of absence of up to one (1) year may be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other school districts, states, territories or countries, foreign or military teaching programs, the Peace Corps, Teacher's Corps or Job Corps as a full-time participant in such programs, or a cultural travel or work program related to his professional responsibilities provided said teacher states his/her intention to return to the school system.
- B. A leave of absence of up on one (1) year may be granted to any teacher, upon application, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities.
- C. Following the birth or adoption of a child, a teacher shall be entitled to unpaid child care leave, subject to the following provisions:
 - 1. The teacher must request, in writing, a leave of absence at least twenty (20) calendar days prior to the expected date for such leave.
 - 2. The initial leave period may be for the duration of the semester when the leave commences (if during a semester), plus two consecutive semesters. A leave period is considered to be one semester.
 - 3. Any teacher adopting a child and wishing to utilize these provisions shall give notice as soon as possible as to when such leave is desired.
 - 4. For seniority and salary schedule purposes, the teacher shall be given credit for a full semester during which time said leave commences, if during a semester.
 - 5. Continuation of insurance benefits will be provided to August 31 of the school year as provided in Paragraph C, Article XXIII, if the unpaid child care leave begins during the second semester; otherwise, such benefits shall be provided on a pro rata share of the insurance year, based on the percentage of the year worked.
 - 6. The teacher shall retain the unused sick leave accumulation as held at the start of the leave of absence (unless all of the sick leave is used during the maternity leave).
- D. Any military leave shall be granted pursuant to the then applicable federal law(s).
- E. A leave of absence shall be granted for requests which involve education, civic, or family obligations or responsibilities.
- F. Unpaid leave time is not a part of experience on the salary schedule or towards seniority in a layoff situation. A leave of absence does not count in compiling years accruing to tenure.

Upon return from such leave, in the event that the Employer deems it necessary, a physical examination by a physician may be required and paid for by the teacher to determine said

teacher's ability to perform his/her duties satisfactorily. Said teacher may, at his/her own expense, submit to the Employer, the findings of another physician to determine said teacher's ability to perform his/her duties satisfactorily.

- G. An employee, after having used all available personal leave days, upon advance notice and when a substitute teacher is available, may take a maximum of five (5) days without pay from his/her contracted calendar. These days are not accumulative nor are they subtracted from illness days. The Family Medical Act (FMLA) shall supersede any medical leave language in this Agreement that may be contrary to the Act.

ARTICLE XIII – ACADEMIC FREEDOM

- A. Notwithstanding their employment, Teachers shall be entitled to full rights of citizenship. They must be free to teach according to generally accepted methods and procedures. The teacher may not infringe upon the freedom of those he/she services. Proselytism has no place in a public school. Opinion should be stated as such and theory for what it is.
- B. A teacher shall be entitled to review the file of any student he/she is currently teaching.
- C. In the event that a grade issued by a teacher is challenged, it shall not be changed unless the teacher concurs; if the teacher does not concur:
1. A review panel consisting of three teachers selected by the Teachers, a Board of Education member, and the Principal or the Principal's designee will make the decision on the grade change.
 2. The teacher may appeal the panel's decision within five (5) days to the superintendent, whose decision shall be final.

ARTICLE XIV – TEACHER PROGRESS & MENTOR TEACHERS

- A. Each teacher shall have the right, upon request, and in accordance with MCLA 423.503, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in his/her review. Each teacher's personnel file shall contain the following minimum items of information:
- All teacher evaluation reports
 - Copies of annual contracts
 - Teacher certificate
 - A transcript of academic records
 - Tenure recommendations

Failure of a teacher to supply required medical information, a teacher certificate, and a transcript of academic records shall be grounds for withholding pay.

- B. No material shall be placed in a teacher's personnel file without the teacher's knowledge of it. Any materials of an adverse or critical nature shall be signed by the teacher; such signature shall not denote agreement with the material, only awareness of it. The teacher shall have thirty (30) calendar days to attach a rebuttal, explanation, or comment to any such materials to be included in the file. Such rebuttal, explanation, or comment shall be

subject to the restrictions contained in MCLA 423.505 (Section 5 of the Bullard-Plawecki Employee Right to Know Act, Michigan Public Act 397 of 1978).

- C. 1. A Mentor Teacher shall be defined as a Master Teacher as identified in Section 1526 of the School Code and shall perform the duties of a Master Teacher as specified in the code.
2. Each teacher in his/her first three (3) years in the classroom shall be assigned a Mentor Teacher by the Administration. The Mentor Teacher shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.
3. A Mentor Teacher shall be assigned in accordance with the following:
 - a. Participation of bargaining unit members as a Mentor Teacher shall be voluntary. Mentor Teacher shall receive two personal days for the first year, to be awarded one at the end of each semester; and one personal day for the second year, to be awarded at the end of the second semester.
 - b. Every effort will be made to match the teacher with a Mentor Teacher who works in the same building.
 - c. Teachers may be assigned to one (1) or more Mentor Teachers. Where possible, at least one (1) shall be a member of the bargaining unit.
4. The purpose of the mentor/teacher match is to acclimate the teacher and to provide necessary assistance toward the end of quality instruction. The Employer and the Teachers agree the relationship shall be confidential.

ARTICLE XV – PROFESSIONAL BEHAVIOR

- A. Teachers are expected to comply with reasonable rules, regulations, and directions from time to time adopted by the Employer or its representatives which are not inconsistent with the provisions of this Agreement, provided that a teacher may reasonably refuse to carry out an order which threatens physical safety or well-being or is professionally demeaning.
- B. Sexual harassment will not be tolerated in the district's employment practices. For the purposes of the Article, sexual harassment refers to behavior which is not welcome, that is personally offensive, that fails to respect the rights of others, that lowers morale, and that therefore interferes with the victim's work effectiveness. The district assures employees that all complaints will be handled confidentially, and investigated without delay. In no event shall the district permit or engage in retaliation of any kind against any employee who initiates a complaint.

ARTICLE XVI – PROFESSIONAL IMPROVEMENT

- A. The parties support the principles of continuing training of teachers, participation by teachers in professional organizations in the areas of their specialization, leaves for work on advance degrees or special studies, and participation in community educational projects.

- B. The teacher shall be reimbursed by the Employer for any or all expenses incurred by the teacher for extra educational preparation as requested by the Employer.
- C. Professional growth is a joint responsibility of the individual teacher, the Teachers, and the Employer. Professional conferences and other growth experiences may be provided by the Employer by allowing teachers to participate without loss of pay or sick leave upon approval of the superintendent.
- D. A record of days taken for conference attendance will be kept by the school secretary. A summary report of all conference days used by the staff will be presented to the Teachers and to the Employer at the close of each school year.
- E. The reasonable expense of travel and lodging for conference attendance on assignment relating to school business shall be paid by the school district. The allowance will be as set forth in Appendix F. The expense to other than assigned conferences is the responsibility of the person attending the conference.
- F.
 - 1. For the purpose of professional advancement, upon prior approval of the superintendent, a teacher will be entitled to reimbursement for tuition expenses for classes pertaining to the education profession. Prior-approved graduate and undergraduate courses are eligible for reimbursement. To qualify for reimbursement, the teacher must possess an appropriate Michigan teaching certificate and tenure in the school district. Reimbursement requests for such courses must be made in writing to the superintendent stating the amount requested, exact title and name of course(s), university or college, and beginning date. Payment for approved courses shall be made upon proof of satisfactory completion.
 - 2. Tuition reimbursement will be on the following schedule: Graduate hours #1-18 needed to maintain certification will be reimbursed 100% of the tuition cost (maximum of \$250 per credit hour). Beginning with graduate hour #19 needed to maintain certification; the reimbursement rate will be 50% of the tuition cost (maximum of \$250 per credit hour). Teachers reimbursed under this provision must teach an additional two (2) years in the Manistique Area Public Schools or repay this reimbursement to the District upon termination. If after one (1) year following termination the teacher has failed to give 100% reimbursement to the school district, the Manistique Education Association hereby agrees to pay the district 50% of the unpaid balance. Teachers hired after July 1, 2005 are not eligible to receive tuition reimbursement.
- G. A teacher with a valid teaching certificate and tenure in the school system will qualify for professional advancement funds when additional state certification and/or qualification standards are required as established by the State Department of Education.

ARTICLE XVII – MAINTENANCE OF STANDARDS

- A. The duties of a teacher or the responsibilities of any position in the bargaining unit will not be substantially increased. However, if any application of this Article conflicts with PA 103, of 2011, then PA 103 shall prevail.

**ARTICLE XVIII –ANNEXATION, CONSOLIDATION OR OTHER
REORGANIZATION OF THE DISTRICT**

- A. In the event that this district shall be combined with one or more districts, the Employer will use its best efforts to assure the continued employment of its members in such consolidated district.
- B. Seniority begins the first working day in the school district and is based upon continuous service in the school district as a teacher under contract. A teacher working less than a normal teaching schedule shall accrue seniority on a pro rata basis of the hours he/she works compared to the normal teaching schedule.

A teacher on unpaid leave of absence shall not receive seniority for the year of leave; however, he or she shall retain all past accumulated seniority.

- C. A seniority list consistent with this Agreement shall be prepared by the Employer at the beginning of each semester. The seniority list shall be in rank order of the bargaining unit members' seniority as set forth in the preceding section. In the event more than one individual has the same seniority, the relative place of such persons on the seniority list with respect to seniority will be determined by a drawing of lots participated in by all affected bargaining unit members. The notice of the drawing, including date, place and time, will be provided in writing to the Teachers and all affected members one (1) week before the drawing. The drawing will be conducted openly and at a time and place that reasonably allows all interested bargaining unit members, and particularly those affected, to attend. The President of the Association or his/her designee shall draw for any person unable to be in attendance. All affected bargaining unit members will be notified in writing of the results of the drawing within forty-eight (48) hours of the drawing. The seniority list shall be provided to the Teachers, after which the Teachers shall have 30 days to report any discrepancies to the Administration, and following any potential corrections, the list shall be considered to be accurate and final.
- D. Administrators shall not accrue seniority in the bargaining unit. If a bargaining unit member is promoted to an administrative position, he/she shall retain the seniority in the bargaining unit held prior to the promotion upon return to the bargaining unit, provided his/her employment in the district has been continuous.

ARTICLE XIX – CONTINUITY OF OPERATIONS

- A. During the term of this Agreement, the Teachers will not authorize, sanction, condone, or acquiesce in, nor will any member of the bargaining unit take part in, any strike or work stoppage of any kind or nature. Strike and work stoppages shall be deemed to include, but are not limited to: slowdowns, stoppages of any kind, sit-ins, "blue flu", or any type of interference of any kind whatsoever with operations at any of the facilities, singularly or jointly, of the Employer, picketing during working hours, and/or any of the conduct considered to be on strike as contained in MCLA 423.206 (Section 6 of the Public Employment Relations Act, Michigan Public Act 336 of 1947 as amended).
- B. In the event of any action in violation of this Agreement, the Teachers will post notices as soon as possible at any or all schools affected, and use all available news media, advising that such action is unlawful, in violation of this Agreement, and unauthorized by the

Teachers. The Teachers shall further advise any and all teachers involved, that such teachers are in violation of the Agreement and that all teachers involved should return forthwith to their regular duties. The Teachers shall further be expected to take any and all other action reasonable within its power to bring the activity to an end. If the Association takes the foregoing steps and has not acted in violation of its obligations under the Agreement, it shall not be liable in any way for such activities.

- C. Nothing in this Article shall require the Employer to keep schools open in the event of severe inclement weather or when otherwise presented by an act of God. When the schools are closed to students due to the above conditions, teachers shall not be required to report for duty.

When school is canceled due to conditions not within the control of school authorities, such as storms, fires, or health conditions, it is agreed that the teachers shall be excused from reporting to duty without loss of pay. Such days that must be rescheduled shall be rescheduled to be worked without additional compensation.

- D. Should a closing because of conditions not within the control of the Employer require the scheduling of additional hours of student instruction such additional time will be rescheduled following consultation with the Teachers.

ARTICLE XX – SCHOOL CALENDAR

The school calendar shall be set forth in Appendix D and subsequent years' calendars will be negotiated by April 1.

ARTICLE XXI – PROFESSIONAL COMPENSATION

- A. The basic salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the designated periods.
- B. All new teachers may be given full credit on the salary schedule (Appendix A) for prior teaching experience.
- C. The first pay period shall be based upon the rotating pay schedule of the school district as previously established. Teachers shall be paid every second Friday thereafter. Teachers shall have the following pay options:
 - 1. 26 equal pay periods (consisting of regular pays during the school year, plus the remaining compensation to be paid on the next regularly scheduled payroll date (Friday) after completion of all contracted duties). However, when the regularly scheduled payroll date falls in the same week as the teachers' last work day, any remaining compensation will be paid on the next regularly scheduled payroll date.
 - 2. 26 equal pay periods (paid throughout the summer).
 - 3. An equal number of pay periods during the school year, the final compensation amount to be paid on the next regularly scheduled payroll date (Friday) after completion of all contracted duties. However, when the regularly scheduled payroll

date falls in the same week as the teachers' last work day, any remaining compensation will be paid on the next regularly scheduled payroll date.

- D. Mandatory payroll deductions include Federal Income Tax, Michigan State Income Tax, Social Security and MPSERS. MESSA insurance changes are only allowed during Manistique Area Schools' open enrollment period, or as needed due to a life changing qualifying event. Direct deposit and all other miscellaneous deductions, such as annuities 403(b), may be changed only by written request submitted to the payroll office and will be made effective on the next available pay period. To request a new vendor for payroll deduction, at least three employees must participate before Manistique Area Schools will authorize payment. All mentioned payroll deductions are made from money due a teacher from the school for his/her services.
- E. Teachers shall not receive compensation on a private basis for tutoring pupils who are members of the class of that teacher. Exceptions may be made by the superintendent of schools.
- F. Teachers involved in VOLUNTARY extra duty assignments as set forth in Appendix B which is attached to and incorporated in this Agreement shall be compensated in accordance with the provisions of this Agreement.
- G. Teachers required in the course of their work to drive personal automobiles from one school building to another or on authorized school business shall receive a car allowance equal to the current IRS mileage reimbursement rate.
- H. A teacher's daily pay rate is equal to one one-hundred-eighty-fifths ($1/185$) of the teacher's equated full year salary based on the salary schedule in Appendix A. Daily rate divided by 6 = hourly rate. If at any time the required number of days in a school year increases above 180 days, then teachers will be paid for all days over 180. For days 181 to 185, teachers will be paid their daily pay rate using 185 as the denominator in the above equation. For days 186 to 190, teachers will be paid their daily pay rate using the actual number of days as the denominator in the above equation. For any number of days above 190, teachers will be paid their daily rate using 190 as the denominator in the above equation.
- I. Certified teachers under contract employed on a part-time basis who are not classified as substitute teachers shall be paid the prorated amount on the salary schedule.
- J. Advancement on the Salary Schedule –
 - 1. Any advancement on the salary schedule steps shall occur at the beginning of the contract year.
 - 2. Teachers who are contracted for nine or more months, full-time, in the school year, will be given credit for one year on the salary schedule. Persons who are employed for a period of eleven months, full-time, must serve for a period of eleven months for a full year of credit.

Teachers who are contracted part-time, ninety (90) days, six (6) hours per day, will be given credit for one-half ($1/2$) year on the salary schedule.

3. Credit will be given for all years of experience approved by the Manistique Area Schools.
 4. Credit will be given for service outside the school system to the extent that such credit is allowed on initial employment.
 5. The determination for a salary credit for a change in certification status will be made when proof that requirements for such certification have been met is received by the school superintendent. The salary will be made retroactive to the last day when all requirements for the change in certification status have been completed.
 6. M.A. Differential – In order to qualify for the M.A. Differential, the degree must be from a program accredited by N.C.A. or another like regional accreditation agency, and must be in a concentration related to the education profession.
 7. As an alternative to advancing by earning an M.A. Degree, advancement to the M.A. Differential will occur for undergraduate and graduate credits pre-approved by the Superintendent under this subsection at the following rates: 36 credits = M.A.; 51 credits = M.A.+15; 66 credits = M.A.+30. Up to a maximum of 16 credits may be awarded retroactively at the discretion of the Superintendent. The form on Appendix F shall be used for this subsection.
- K. Upon qualifying for retirement, and after a minimum of ten years of service in this school district, 50 percent of the accumulated sick leave, will be paid to the employee as a retirement bonus. In the event of death before retirement, but after the minimum ten year period, the employee's beneficiary is entitled to receive the benefit. Retirement bonus days are paid on the basis of the daily pay rate.
- L. Elementary or secondary teachers who volunteer to supervise students on overnight "camp experiences" at the request of an administrator also shall be entitled to accrue leave time in accordance with this section, with each night of overnight supervision equaling one day of leave accrued. This does not apply to extracurricular activities.

ARTICLE XXII – HEALTH COVERAGE

The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UP APA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UP APA, or if the UP APA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life and long term disability benefits are still subject to this collective bargaining and are listed elsewhere in this contract.

Cash in Lieu of Medical Insurance:

\$250.00 per month (September through August) if over 10 employees are enrolled on September 1 of the current year. \$166.67 per month if 10 or less employees are enrolled on September 1 of the current year. If, at any time during the year, the number of employees enrolled goes over 10, the monthly amount shall increase to \$250.00 per month for the remainder of the year (through August).

- A. The Employer shall pay no more than the state-established hard cap monthly amounts for medical benefit plan premiums (including taxes and fees) as determined to begin on January 1 annually. The HSA deductible may be front loaded in January for existing employees with the provision that the amount would be repaid through payroll deduction in equal installments prior to June 30. New employees electing an HSA plan will also be given the option of having the school front load the deductible, with repayment being made through payroll deductions prior to December 30. The remainder of the medical benefit plan premiums (cost greater than Employer contribution) shall be paid by the employee, and shall be payroll deducted in equal amounts (September – June). The non-health insurance benefit premiums (dental, vision, LTD and life plans) shall be paid by the Employer at 100%.
- B. The Employer will maintain the medical benefit plan, Dental, Vision, LTD and Life Plans for the full year of Agreement, subject to the terms of PA 152 of 2011. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrual, the above mentioned fringe benefits shall continue throughout the balance of the contract year as defined in Section C.

Ancillary Plans:

Dental: Delta Dental 80/80/80 - \$2,000 Annual Max - \$1,500 Ortho Rider – 2 Cleanings

Vision: VSP 3 Plus P 250CL

Long Term Disability: 66 2/3% - Max \$5,000

Term Life with AD&D: \$25,000 with medical or \$40,000 without medical

Dependent Life: \$2,000

- C. The Employer shall make payments for the medical benefit plan coverage (capped at the amounts listed in Paragraph A of this Article) for each employee to assure coverage for the full twelve month period commencing September 1 and ending August 31, for all employees who complete their contractual obligations. If an employee terminates employment for reasons other than illness prior to August 31, the subsidy shall continue for a pro rata portion of the coverage year compared to the portion of the full contract year worked. In instances where cost of coverage exceeds amount of subsidy, the Employer will make provision for the excess to be payroll deductible.

ARTICLE XXIII – STUDENT TEACHERS

- A. Student teachers may be assigned to a supervising teacher with the approval of the supervising teacher.
- B. Any remuneration from the cooperating University shall be paid in full to the supervising teacher.

ARTICLE XXIV – STUDENT DISCIPLINE AND TEACHER PROTECTION

- A. The Employer recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom.
- B. A teacher may exclude a pupil from one class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish

the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident in writing.

- C. The employer recognizes its responsibilities to give all reasonable support and assistance to teachers in maintaining control and discipline. The district and Teachers recognize the need to have reasonable rules established for student conduct. At the beginning of the school year, the district shall publish and distribute to students and staff of the district a copy of all rules of student conduct that are in effect at that time. Any changes in the rules during the school year shall be published prior to their effective date, as well. In addition to the rules set forth above, each teacher may establish additional rules for students during the time they are in his/her charge. Such additional rules shall be approved by the middle or high school principal, or the elementary supervisor, as appropriate.

Teachers are specifically prohibited from inflicting, causing to be inflicted, or threatening to inflict corporal punishment upon a student as a penalty or punishment for any offense. Teachers may use such reasonable physical force as may be necessary to protect himself, herself, students, or others from immediate physical injury; to obtain possession of a weapon or other dangerous object upon or within the control of a student; or to protect from physical damage. Although teachers may use physical force as set forth above, no teacher shall be obligated to risk his/her safety to do so.

- D. Teachers shall exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.
- E. Any assault upon a teacher arising from performance of duties shall be promptly reported to the Employer or its designated representative. In the event of such an assault, or if a teacher is complained against or threatened with civil court action by reason of disciplinary action taken against a student, the teacher involved may, through the Association, request assistance from the Employer in such matters, including financial aid for the services of legal counsel. These requests shall be made to the superintendent of schools, whose determination of whether the conduct of the teacher involved justifies any assistance from the Employer, and extent thereof, shall be final. The Association agrees that all teachers shall observe rules respecting punishment of students as established by the Employer or required by law.
- F. Any complaints (non-disciplinary) directed toward a teacher shall be promptly called to the teacher's attention if the complaint is considered serious enough. A complaint considered serious enough to place in the personnel file shall have its source identified.

ARTICLE XXV – JOINT POLICIES COUNCIL

- A. A Joint Policies Council will be established, and there will be representatives from the following: Two (2) representatives appointed by the Employer, two (2) representatives appointed by the Teachers. An administrator or administrator(s) shall have the option of being member(s) of the Joint Policies Council. The council shall meet as initiated by either of the parties, on an as needed basis during the regular school year and advise the Employer on such matters as student discipline, student rights, teaching techniques, courses of study, textbooks, curriculum, pupil testing and evaluation, philosophy and educational goals of the district, research and experimentation, educational specifications

for buildings and related matters. When recommendations are submitted to the Employer from the Joint Policies Council, the Employer shall act on such recommendations within thirty (30) days of their submission. The Employer shall provide secretarial assistance to the Council. A chairman shall be elected by a majority vote of the members.

- B. The Joint Policies Chairman shall appoint or dissolve upon a majority vote of all members of the Joint Policies Committee such subcommittees as he/she deems necessary, provided, however, that the representation of each subcommittee shall include at least one representative from the aforementioned group. Subcommittees shall elect their chairman by a majority vote, meet no less than monthly, and submit a copy of their minutes and/or elect their chairman by a majority vote, meet no less than monthly, and submit a copy of their minutes and/or recommendations to the Joint Policies Council as frequently as they deem necessary, but no less than monthly.

ARTICLE XXVI – PROFESSIONAL GRIEVANCE PROCEDURES

- A. The Teachers, believing that there has been a violation, misinterpretation or misapplication of any provision of this Agreement, may file a written grievance with the Employer or its representative. No grievance shall be processed unless it is presented at Step 1 within thirty (30) calendar days from the alleged occurrence. Discussions regarding assignment, placement, layoff, recall, evaluation, discipline or discharge are permissible and should follow the Board of Education adopted hierarchy/chain of command flow chart (see attached).
- B. Within five (5) working days of the receipt of the grievance, the designated representative of the Employer shall meet with the representatives designated by the Teachers in an effort to resolve the grievance. Affected teachers may or may not be present at such meeting. If, after meeting with the school principal, or the Employer's designated representative, the parties cannot agree, the grievance shall be transmitted within five (5) working days to the superintendent who shall have five (5) days thereafter to approve or disapprove the grievance. If the grievance is transmitted directly to the superintendent, he/she shall have five (5) days from receipt to approve or disapprove the grievance.
- C. If the grievance shall be denied in writing (Grievance Form – Appendix C) by the superintendent, the Teachers may, within ten (10) school days after receiving the superintendent's decision, appeal the grievance to the Board of Education. The appeal shall be in writing and shall contain the reasons for the appeal, and a copy of the superintendent's decision.
- D. Within thirty (30) calendar days, or at the next regular or special Board meeting, whichever is first from receipt of grievance, the Board shall pass upon the grievance. The Board may hold a hearing thereon, may designate one or more of its members to hold a hearing, or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided, however, that in no event, except with express written consent of the Teachers, shall determination of the grievance be made by the Board more than (30) calendar days after the Board has received it. A copy of the disposition shall be furnished to the Teachers.

- E. If the grievance is not resolved through Steps A, B, or C, the Teachers may invoke binding arbitration procedures. If the parties cannot agree to the arbitrator, he/she shall be selected by the American Arbitration Association in accordance with the rules governing arbitration proceedings. Both parties agree to be bound by the award of the arbitrator and agree that the judgment thereon may be entered in any court of competent jurisdiction. The fees and expenses of the arbitrator shall be paid by the losing party.
- F. If any teacher for whom a grievance is sustained shall be found to have been unjustly charged, he/she shall be reinstated with full reimbursement of all professional compensation lost. If he/she shall have been found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him/her.
- G. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship to either party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
- H. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution as long as it complies with the thirty (30) day filing limitation.

ARTICLE XXVII – NEGOTIATION PROCEDURES

- A. It is contemplated that matters not specifically covered by this Agreement, but of concern to either party, shall be subject to professional negotiations between them from time to time during the period of this Agreement upon mutual agreement of the parties.
- B. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters and include them as an addendum to the contract.
- C. Upon written request from either party, this Agreement shall be reopened at least sixty (60) days prior to the last instructional day of the school year.
- D. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiation or bargaining representative of the other party and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between parties may be executed without ratification by the Board of Education and ratification by the membership of the Teachers, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- E. When negotiations are conducted during regular school hours, released time shall be provided for the Teachers' negotiating committee.

- F. There shall be three signed copies of any final Agreement. One copy shall be retained by the Employer, one by the Teachers, and one by the Superintendent.
- G. The Employer shall provide the final copy of this Agreement online following ratification by both parties.

ARTICLE XXVIII – PROFESSIONAL DEVELOPMENT

The Employer will provide appropriate professional development as required by Michigan law.

ARTICLE XXIX – MISCELLANEOUS PROVISIONS

- A. The Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.
- B. Any individual contract between the Employer and an individual teacher, heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement.
- C. This Agreement shall supersede any rules, regulations or practices of the Employer which shall be contrary to or inconsistent with its terms unless such rules, regulations and practices are enacted by the District to become in compliance with State and Federal Education Laws or State and Federal General Laws that pertain to the operation of the District. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts which shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- D. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions or applications shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.
- E. Any teacher with an alcohol and/or drug abuse problem who requests diagnosis or treatment for it will not jeopardize his/her job rights solely for doing so. Time missed for diagnosis and treatment of such problems under the care of qualified medical experts shall qualify for use of leave time under Article X of this Agreement.
- F. Public School Academies – The district will provide notice to the Teachers of any formal inquiry regarding a public school academy application made to the district, or an application to an ISD, community college, or public university of which it has knowledge.

The district agrees to furnish the Teachers with a copy of any application seeking authorization of a public school academy and all required information concerning the application to authorize a public school academy.

ARTICLE XXX – EMERGENCY FINANCIAL MANAGER

The parties agree to abide by all aspects of P.A. 4, which, as of the effective date of this Agreement, includes provisions for an Emergency Financial manager. The Association registers its exceptions to the powers granted to the EFM by P.A.4.

ARTICLE XXXI – DURATION OF AGREEMENT

THIS AGREEMENT which shall not be extended orally is effective July 1, 2021 through June 30, 2024.

**MANISTIQUE AREA SCHOOLS
DISTRICT BOARD OF EDUCATION**

**MANISTIQUE EDUCATION
ASSOCIATION**

By _____
President

By _____
MEA President

By _____
Superintendent

By _____
MEA Representative

Dated this 1st day of July, 2021

APPENDIX A
SALARY SCHEDULE
MANISTIQUE AREA SCHOOLS

MANISTIQUE AREA SCHOOLS
2021-2022 TEACHER SALARY SCHEDULE

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$39,520	\$40,176	\$40,832	\$42,490	\$44,149
"2-3"	\$40,560	\$41,133	\$41,705	\$43,374	\$45,047
4	\$41,125	\$41,852	\$42,578	\$44,257	\$45,943
5	\$42,759	\$43,541	\$44,323	\$46,029	\$47,739
6	\$44,386	\$45,224	\$46,062	\$47,800	\$49,542
7	\$46,039	\$46,922	\$47,805	\$49,568	\$51,336
8	\$47,755	\$48,652	\$49,549	\$51,340	\$53,136
9	\$49,468	\$50,380	\$51,292	\$53,113	\$54,933
10	\$51,186	\$52,110	\$53,034	\$54,884	\$56,732
11	\$54,616	\$55,567	\$56,519	\$58,421	\$60,326
"12-13"	\$58,047	\$59,027	\$60,007	\$61,962	\$63,924
"14-16"	\$60,127	\$61,107	\$62,087	\$64,042	\$66,004
"17-19"	\$62,207	\$63,187	\$64,167	\$66,122	\$68,084
"20-21"	\$64,255	\$65,236	\$66,216	\$68,136	\$70,128
"22-25"	\$65,295	\$66,276	\$67,256	\$69,176	\$71,168
Longevity					
> 30	\$66,335	\$67,316	\$68,296	\$70,216	\$72,208

**MANISTIQUE AREA SCHOOLS
2022-2023 TEACHER SALARY SCHEDULE**

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$40,706	\$41,381	\$42,057	\$43,765	\$45,473
"2-3"	\$41,777	\$42,367	\$42,956	\$44,675	\$46,398
4	\$42,359	\$43,108	\$43,855	\$45,585	\$47,321
5	\$44,042	\$44,847	\$45,653	\$47,410	\$49,171
6	\$45,718	\$46,581	\$47,444	\$49,234	\$51,028
7	\$47,420	\$48,330	\$49,239	\$51,055	\$52,876
8	\$49,188	\$50,112	\$51,035	\$52,880	\$54,730
9	\$50,952	\$51,891	\$52,831	\$54,706	\$56,581
10	\$52,722	\$53,673	\$54,625	\$56,531	\$58,434
11	\$56,254	\$57,234	\$58,215	\$60,174	\$62,136
"12-13"	\$59,788	\$60,798	\$61,807	\$63,821	\$65,842
"14-16"	\$61,931	\$62,940	\$63,950	\$65,963	\$67,984
"17-19"	\$64,073	\$65,083	\$66,092	\$68,106	\$70,127
"20-21"	\$66,183	\$67,193	\$68,202	\$70,180	\$72,232
"22-25"	\$67,254	\$68,264	\$69,274	\$71,251	\$73,303
Longevity					
> 30	\$68,325	\$69,335	\$70,345	\$72,322	\$74,374

**MANISTIQUE AREA SCHOOLS
2023-2024 TEACHER SALARY SCHEDULE**

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$41,520	\$42,209	\$42,898	\$44,640	\$46,382
"2-3"	\$42,613	\$43,214	\$43,815	\$45,569	\$47,326
4	\$43,206	\$43,970	\$44,732	\$46,497	\$48,267
5	\$44,923	\$45,744	\$46,566	\$48,358	\$50,154
6	\$46,632	\$47,513	\$48,393	\$50,219	\$52,049
7	\$48,368	\$49,297	\$50,224	\$52,076	\$53,934
8	\$50,172	\$51,114	\$52,056	\$53,938	\$55,825
9	\$51,971	\$52,929	\$53,888	\$55,800	\$57,713
10	\$53,776	\$54,746	\$55,718	\$57,662	\$59,603
11	\$57,379	\$58,379	\$59,379	\$61,377	\$63,379
"12-13"	\$60,984	\$62,014	\$63,043	\$65,097	\$67,159
"14-16"	\$63,170	\$64,199	\$65,229	\$67,282	\$69,344
"17-19"	\$65,354	\$66,385	\$67,414	\$69,468	\$71,530
"20-21"	\$67,507	\$68,537	\$69,566	\$71,584	\$73,677
"22-25"	\$68,599	\$69,629	\$70,659	\$72,676	\$74,769
Longevity					
> 30	\$69,692	\$70,722	\$71,752	\$73,768	\$75,861

The salary schedule has been revised as of July 1, 2021 and the future salary schedules reflect the revisions.

Steps will be awarded each year of the 3-year contract with an increase of 4.00% in year one, 3% in year two and 2.00% in year three.

Employees will receive an off-schedule payment during the second pay of December in year one in the amount of \$3,500 and an off-schedule payment during the second pay of December in year two in the amount of \$3,000. There will be no off-schedule payment during the third year of the contract.

Employees will receive a one-time lump sum payment during the second pay of December for the following steps:

Step 26 - \$5,000
Step 27 - \$1,000
Step 28 - \$800
Step 29 - \$600
Step 30 - \$400

In the event that an employee is already past step 26, they will begin with \$5,000 in December of 2017 and proceed annually from that point forward until all five payments have been made over five consecutive years.

APPENDIX B

EXTRA DUTY PAY SCHEDULE
MANISTIQUE AREA SCHOOLS

Pay Expressed as a Percentage of a Base Salary of \$38,000 for the duration of this contract.

Position	0 Years Experience	1-3 Years Experience	4-6 Years Experience	> 6 Years Experience
Head Varsity Football	15.5%	16.0%	16.5%	17.0%
Asst. Varsity Football	11.0%	11.5%	12.0%	12.5%
Head J.V. Football	11.0%	11.5%	12.0%	12.5%
Asst. J.V. Football	8.0%	8.5%	9.0%	9.5%
Frosh Football	8.0%	8.5%	9.0%	9.5%
Boys' Varsity Basketball	15.5%	16.0%	16.5%	17.0%
Boys' J.V. Basketball	11.0%	11.5%	12.0%	12.5%
Frosh Basketball	8.0%	8.5%	9.0%	9.5%
8th Grade Basketball	6.0%	6.5%	7.0%	7.5%
7th Grade Basketball	6.0%	6.5%	7.0%	7.5%
Girls' Varsity Basketball	15.5%	16.0%	16.5%	17.0%
Girls' J.V. Basketball	11.0%	11.5%	12.0%	12.5%
Head Track	7.0%	7.5%	8.0%	8.5%
Asst. Track	5.0%	5.5%	6.0%	6.5%
Jr. High Track	3.0%	3.5%	4.0%	4.5%
Golf (Boys or Girls)	4.0%	4.5%	5.0%	5.5%
Golf (Boys & Girls)	7.0%	7.5%	8.0%	8.5%
Asst. Golf	3.5%	4.0%	4.5%	5.0%
Varsity Volleyball	12.0%	12.5%	13.0%	13.5%
J.V. Volleyball	9.0%	9.5%	10.0%	11.0%
Jr. High Wrestling	2.0%	2.5%	3.0%	3.5%
Varsity Wrestling	11.0%	11.5%	12.0%	12.5%
J.V. Wrestling	5.0%	5.5%	6.0%	6.5%
Swimming	11.0%	11.5%	12.0%	12.5%
Asst. Swimming	6.0%	6.5%	7.0%	7.5%
Varsity Girls' Softball	7.0%	7.5%	8.0%	8.5%
Cross Country	2.5%	3.0%	3.5%	4.0%
Varsity Boys' Baseball	7.0%	7.5%	8.0%	8.5%
Varsity Competitive Cheer	11.0%	11.5%	12.0%	12.5%

APPENDIX B (CONTINUED)

EXTRA DUTY PAY SCHEDULE
MANISTIQUE AREA SCHOOLS

Position	0 Years Experience	1-3 Years Experience	4-6 Years Experience	> 6 Years Experience
Middle School				
Competitive Cheer	6.0%	6.5%	7.0%	7.5%
Varsity Sideline Cheer	1.5%	2.0%	2.5%	3.0%
M.S. Sideline Cheer	1.5%	2.0%	2.5%	3.0%
Student Council Advisor	2.5%	3.0%	3.5%	4.0%
Frosh Advisor	2.0%	2.5%	3.0%	3.5%
Sophomore Advisor	2.0%	2.5%	3.0%	3.5%
Junior Advisor	3.0%	3.5%	4.0%	4.5%
Senior Advisor	2.5%	3.0%	3.5%	4.0%
Middle School Advisor	2.0%	2.5%	3.0%	3.5%
High School Quiz	2.5%	3.0%	3.5%	4.0%
Jr. High Quiz	2.0%	2.5%	3.0%	3.5%
Yearbook	6.0%	6.5%	7.0%	7.5%
Senior Class Play	5.5%	6.0%	6.5%	7.0%
Dramatics	5.5%	6.0%	6.5%	7.0%
Band Director	6.5%	7.0%	7.5%	8.0%
Pre-Season Band (2 weeks)	4.5%	5.0%	5.5%	6.0%
Summer Band	6.5%	7.0%	7.5%	8.0%
Dance (full year)	1.5%	2.0%	2.5%	3.0%
Majorettes (full year)	1.5%	2.0%	2.5%	3.0%
Internal School				
Accounting	3.5%	4.0%	4.5%	5.0%
Department Heads	5.0%	5.5%	6.0%	6.5%
Club Advisors	1.5%	2.0%	2.5%	3.0%
Elementary Lead Teachers	15.5%	16.0%	16.5%	17.0%
Special Education Department Head	5.0%	5.5%	6.0%	6.5%
Teachers' Extra Duty Hourly Rate	\$19.33			
Online Grader				
\$50 per student per semester				

APPENDIX C – GRIEVANCE REPORT FORM

GRIEVANCE REPORT FORM

Grievance # _____ School District _____

GRIEVANCE REPORT

- Distribution of Form
1. Superintendent
 2. Principal
 3. Association
 4. Teacher

Building	Assignment	Name of Grievant	Date Filed
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STEP 1

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

Signature Date

C. Disposition by Principal _____

Signature of Principal Date

Position of Grievant and/or Association _____

Signature Date

*If additional space is needed in reporting Sections B.1 & 2, of step I, attach additional sheet.
(Note: Continue on next page)*

APPENDIX C – PAGE 2

STEP II

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

Signature

Date

STEP III

A. Date Received by Board of Education or Designee _____

B. Disposition by Board _____

Signature

Date

C. Position of Grievant and/or Association _____

Signature

Date

STEP IV

A. Date Submitted to Arbitration _____

B. Disposition & Award of Arbitrator _____

Signature of Arbitrator

Date

NOTE: All provisions of Article _____ of this Agreement dated _____, 20____,
WILL BE STRICTLY OBSERVED IN THE SETTLEMENT OF GRIEVANCES.

APPENDIX D

MANISTIQUE AREA SCHOOLS 2021-2022 SCHOOL CALENDAR

1st Marking Period	Days of Instruction	Early Dismissal	
Aug. 30 - Sept. 3	2	**	*9/1 - First Day for Students *9/3 - No School
Sept. 6 - 10	4		*9/6 - Labor Day - No School
Sept. 13 - 17	5		
Sept. 20 - 24	5	1	*9/23 - Teacher PD - Early Dismissal
Sept. 27 - Oct. 1	5		
Oct. 4 - 8	5		
Oct. 11 - 15	5		
Oct. 18 - 22	5		
Oct. 25 - 29	5	1	*10/29 - Teacher PD - Early Dismissal
Nov. 1 - 5	5		
	46		
2nd Marking Period			
Nov. 8 - 12	5	1	*11/11 - PTC - Early Dismissal
Nov. 15 - 19	5		
Nov. 22 - 26	2		*11/24-26 - Thanksgiving Break - No School
Nov. 29 - Dec. 3	5	1	*12/3 - Teacher PD - Early Dismissal
Dec. 6 - 10	5		
Dec. 13 - 17	5		
Dec. 20 - 24	3		*12/23 - 1/3 - Christmas Break - No School
Dec. 27 - 31	0		
Jan. 3 - 7	5		*1/3 - Classes Resume
Jan. 10 - 14	5		
Jan. 17 - 21	5	3	*1/19, 20 & 21 - Exam Days - Early Dismissal
	45		
3rd Marking Period			
Jan. 24 - 28	5		
Jan. 31 - Feb. 4	5		
Feb. 7 - 11	5	1	*2/11 - Teacher PD - Early Dismissal
Feb. 14 - 18	4		*2/14 - Tentative Day - No School***
Feb. 21 - 25	5		
Feb. 28 - Mar. 4	4	*	*3/4 - Teacher Full Day PD - No School
Mar. 7 - 11	5		
Mar. 14 - 18	5		
Mar. 21 - 25	5		
Mar. 28 - Apr. 1	0		*3/28 - 4/1 - Spring Break - No School
	43		
4th Marking Period			
Apr. 4 - 8	5		
Apr. 11 - 15	4		*4/15 - Good Friday - No School
Apr. 18 - 22	5		
April 25 - 29	5		
May 2 - 6	4	*	*5/5 - Teacher Full Day PD - No School
May 9 - 13	5		
May 16 - 20	5		
May 23 - 27	5		*5/30 - Memorial Day - No School
May 30 - June 3	4	3	*6/1, 2 & 3 - Exam Days - Early Dismissal
	42	11 + 4	
Total	176 + 4		

*** School will be held on 2/14/2022 if it is determined that we have cancelled too many days due to inclement weather. Any other days lost beyond those allowed by the revised school code due to inclement weather or any "Act of God" will be made up by adding days on to the second semester.

APPENDIX E

TRAVEL AND MEAL REIMBURSEMENT
MANISTIQUE AREA SCHOOLS

MEALS AND LODGING

1. Upon submission of receipts, approved meals will be reimbursed at up to the following rates:

Breakfast	\$7.00
Lunch	\$10.00
Dinner	<u>\$15.00</u>
Daily Total	\$32.00

Meals prepaid by registration fees will be taken into consideration when meal reimbursements are made. Higher reimbursement rates may be approved by the superintendent based on meeting or conference location.

2. The most reasonable lodging in the area of the conference or meeting must be approved in advance by the Administration.

MILEAGE

Mileage shall be reimbursed at the current IRS rate per mile in accordance with Article XXI, Section G.

APPENDIX F

REQUIRED FORM FOR ARTICLE XXI, SECTION J SUBSECTION 7

Teacher Name: _____

RETROACTIVELY-AWARDED CREDITS:

<u># Credits</u>	<u>Course #/Name</u>	<u>Year/College</u>	<u>Supt. Initial/Date</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

_____ **Total Retroactively Awarded Credits**

PRIOR-APPROVED CREDITS:

<u># Credits</u>	<u>Course #/Name</u>	<u>Year/College</u>	<u>Supt. Initial/Date</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

_____ **Total Prior-Approved Credits**

_____ **Total Credits Accepted Toward M.A. Differential**

Teacher has advanced to M.A. M.A.+15 M.A+30

Supt. Signature/Date _____

APPENDIX G

Manistique Area Schools Transfer Request Form

Date: _____

Name: _____

Present Position: _____

Reason for Transfer:

School Position Sought:

Academic Qualifications: