

2019-2022

AGREEMENT

MARLETTE COMMUNITY SCHOOLS

BOARD OF EDUCATION

AND

MARLETTE EDUCATION ASSOCIATION

Marlette Community Schools
6230 Euclid St.
Marlette, Michigan 48453

It is the policy of Marlette Community School District that no person shall on the basis of sex, race, color, national origin, or handicap be excluded from participation in, be denied the benefits of, or be subjected to discrimination, in employment or any of its programs or activities.

I N D E X

	Agreement	1
	Preamble	1
Article I	Recognition	1
Article II	Teacher Rights	1-2
Article III	Professional Compensation	2
Article IV	Teaching Hours	2-3
Article V	Teaching Loads	3
Article VI	School Functions	3-4
Article VII	Mentor	4
Article VIII	Teaching Conditions	4-5
Article IX	Seniority	5
Article X	Leave Pay	5-7
Article XI	Leaves of Absences	7-9
Article XII	Protection of Teachers	9
Article XIII	Negotiation Procedures	9
Article XIV	Grievance Procedure	9-12
Article XV	Teacher Retirement	12
Article XVI	Coordinating Council	12-13
Article XVII	Management Rights	13
Article XVIII	Professional Development	13
Article XIX	Miscellaneous Provisions	14
Article XX	Duration of Agreement	14
Schedule A	Salary Schedule	15-17
Schedule B	Compensation for Extra Duties I (BA+ Experience)	17-19
Schedule C	Compensation for Extra Duties II (Base; BA step 1)	19
Schedule D	Compensation for Extra Duties III (Hourly)	20
Appendix A	Class Size	21
Appendix B	Teachers Grievance Report	22
Appendix C	Code of Ethics	23-24
Appendix D	2019-2020 Calendar	25

AGREEMENT

This Agreement, entered into by and between the Board of Education of Marlette Community Schools, Sanilac, Lapeer and Tuscola Counties, Michigan, hereinafter called the "Board", and the Marlette Education Association, hereinafter called the "Association".

PREAMBLE

- A. The Board of Education of the Marlette Community School District and the Marlette Education Association recognize that the development and operation of educational programs of the highest quality, for the benefit of the students and the community of the Marlette Community School District, require relationships which are based upon the concept of education as a public trust and a professional calling.
- B. The Board of Education, the Superintendent and the administrative staff and members of the teaching staff must have, and do have, respect and confidence in the ability, experience and judgment of each other in matters which affect the quality of the Marlette Community School District's educational program and the development of Board policies.
- C. It is recognized that teaching is a profession requiring specialized educational qualifications. It is also recognized that the quality of the educational programs conducted in the public schools of the Marlette Community School District is directly related to the quality of the teaching staff.
- D. The Association recognizes the paramount responsibility of the School Board for the operation of the Marlette Community School District. In the discharge of this responsibility, the District will expect that the Association will continue to contribute, through its abilities and experience and that of its individual members, toward maintaining and improving standards of professional practice.
- E. All teaching personnel employed by the District shall be treated with respect and fairness. All teachers are encouraged to join their professional organizations, take additional training and closely adhere to the Code of Ethics of the Education Profession.* It is expected that all teachers will strive to maintain and strengthen high professional standards and attitudes. In consideration of the following mutual covenants, it is hereby agreed as follows:

* See Appendix C

ARTICLE I RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all certified personnel under teaching contract.
- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE II TEACHER RIGHTS

- A. The Board hereby agrees that every teacher shall have anti-discrimination rights as outlined by Act 379, Public Acts 1965 and the Civil Rights Act of 1964.
- B. The Association and its committees will be allowed use of the school buildings in accordance with Board of Education policies and with the prior approval of the Administration. The Association will also be allowed the use of school equipment, including computers, printers, typewriters, copiers, and mimeograph machines, calculation machines and all other types of audiovisual equipment after regular school hours, and when said facilities and equipment are not otherwise in use, provided that the use of such equipment is in accordance with administrative procedures. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use.

Teacher Rights (cont.)

- C. A bulletin board shall be furnished to the Association for its exclusive use in each building for posting materials relating to the official business of the Association, provided said materials are signed by the President or Secretary of the Association. Notices of meetings and social events may be placed in the school mail system for distribution. A copy shall be provided the Superintendent or designated agent.
- D. The Board agrees to furnish to the Association available information as prescribed by law.

ARTICLE III PROFESSIONAL COMPENSATION

- A. The salaries of teachers covered by this Agreement are set forth in Schedule A which is attached to and incorporated in this Agreement. (Such salary schedule shall remain in effect during the term of this Agreement.)
- B. Should a day occur that insufficient students attend to count it as a day of instruction, teachers will not be obligated to attend a subsequent rescheduling of the day without being paid at .5% of BA step one. The rescheduling of such day(s) shall be done by mutual agreement.
- C. It is understood and agreed that in the event that the rescheduling of the days at the end of the school year interferes with a teacher's scheduled return to upgrade his or her skills, the Board shall release said teacher. Release shall be for registration, up to two (2) days for relocation, and to attend classes. A request for leave shall be made in writing by May 1st.
- D. All legal holidays established for school by the legislature shall be observed.
- E. Any teacher requested by the Board or its representatives, in writing, to participate in professional negotiations or grievance discussions during the school day shall do so without loss of compensation.
- F. Employees wishing to contribute to a tax-deferred policy must select from the list of companies which have complied with the 403(b) compliance rules as mandated by the federal government. New companies may enter the District upon completion of the compliance rules and with at least four (4) employees registered to participate. Employees may obtain a list of participating providers from the Superintendent's Office.

ARTICLE IV TEACHING HOURS

- A. Instructional time will not start prior to 8:10 a.m. and will not exceed past 3:15 p.m. Each teacher's individual day shall not exceed a total of seven hours and twenty minutes. Instructional hours for either building will not exceed the total number of instructional hours from the 2015-2016 school year. If the State Board of Education increases the required number of instructional hours to an amount higher than the 2015-2016 school year, the number of instructional hours would be increased to meet that requirement.
- B. All teachers shall have duty-free uninterrupted lunch period of thirty (30) minutes per day.
- C. The administration will provide a minimum of a forty-five (45) minute block of planning time per day for full-time elementary teachers. Full-time junior and senior high school teachers will be provided with five (5) conference periods per week. In the event that teachers lose their planning time during recess or exploratory classes, teachers will be given the equivalent of compensatory time or the rate as stated in Schedule D per period. The exploratory teacher, will supervise students at any time they are scheduled for their classes. This includes the time during the special programs to provide the regular education teacher planning time per contract agreement. Any full time teacher who must supervise students during inclement weather recesses shall be provided the rate as stated in Schedule D per substitute period.
- D. The Administration will make reasonable effort to hold to a maximum of three (3) preparations per teacher. Permissible deviations from this schedule shall include, (1) serving as a substitute, (2) absence from duty for any reason, (3) supervising assemblies, except that a teacher shall not be required to supervise assemblies during a conference period.

Teaching Hours (cont.)

- E. A conference period is defined as that time when a regular teacher period is not assigned. A conference period shall be a time for class preparation, research, meeting with students, parents or persons in relationship to a student enrolled in school. At the junior high school and high school, the length of the conference period will be equivalent to the normal class hours in that building. Administration may require grade level meetings during a staff member's conference time providing that the number of conference periods used by administration does not exceed one per month.
- F. Teachers may volunteer to substitute teach in a colleague's classroom during their conference period. If they substitute teach they will be paid at the rate in Schedule D or earn a comp hour.

ARTICLE V TEACHING LOADS

- A. 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 teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.
- B. Because the pupil-teacher ratio is an important aspect of an effective educational process, the parties agree to make every effort to have class size meet the standards as set forth in Appendix A. Overloads will be paid at \$2 per student per hour. The district has 30 school days at the beginning of each semester to correct the overload. If the overload is corrected within the 30 student days then no payment will be made. If the overload is not corrected within the 30 student days then the overload pay would be paid for the entire time the classroom was overloaded.
- C. It is understood that the administration will schedule a fair and equitable distribution of student-teacher ratios.
- D. All regular classroom teachers will be given the names of special education students which are enrolled in their classes. The principal of each building will insure that there is an equal distribution of special education students and staff.
- E. Furthermore, the Board may employ the services of a teacher consultant to assist the regular classroom teacher. This assistance could come in the form of lesson plan writing, objective writing, classroom observations for the purpose of giving advice, and teacher guidance in general.
- F. Teachers who have only senior students will be required to team teach, tutor, or support in their respective subject area as assigned by the building principal, when the seniors have finished for the year.

ARTICLE VI SCHOOL FUNCTIONS

- A. Faculty meetings called by supervisory personnel shall normally be held between the hours of each particular building, observing openings and closing times. The time of meetings may be changed by mutual agreement of the Administrator and staff. Meetings are limited to one per month and will not extend beyond 4:30 p.m. Notification must be made at least one week in advance.

Elementary	8:00 A.M. - 3:30 P.M.
Junior / Senior High School	8:00 A.M. - 3:30 P.M.

- B. Clubs and class meetings must be approved by the Administration.
- C. A weekly schedule for school assemblies, pep sessions or similar activities shall be given to all teachers on Monday of the current week.
- D. The dates, times and procedures for Parent-Teacher Conferences shall be established within six (6) weeks of the first (1st) day of school. The Superintendent, or designated representative, shall notify the Association's President of the time and date of the first planning committee meeting. Teachers are contracted to a maximum of three (3)

School Functions (cont.)

night activities. The Superintendent, when in agreement with representatives (negotiating committee) of the Association, shall prepare a tentative school calendar for the ensuing year, on or before, May 1. After adoption of the calendar by the Board, there shall be no deviation from or change in the school calendar except as provided for in Article IV, Paragraph B of this Agreement.

ARTICLE VII MENTOR

A. The Mentor:

1. A Mentor shall be appointed by the Principal and department head or grade level representative to assist the probationary teacher in making a satisfactory adjustment to the system.
2. They shall meet the following qualifications:
 - a. Be a tenure teacher in good standing.
 - b. Shall be selected by the Principal and department head or grade level representative as soon as possible after employment of the probationary teacher; his/her selection should meet with the mutual consent of Principal and Mentor.
 - c. The assignment may be changed later, in the event of dissatisfaction, after review by Principal and department head or grade level representative.
3. Duties of the Mentor:
 - a. He/she shall familiarize the newcomer with:
 - (1) Routines
 - (2) Professional organizations
 - (3) School policies, a written copy of which shall be available from the school board and administration.
 - b. Acquaint the newcomer with other adult personnel in the building.
 - c. Help newcomer become acquainted in the community.
4. At no time should the Mentor assume the position of being a supervisor of classroom work of the probationary teacher, rather he/she stands in the position as a friendly counselor and helpful advisor.

ARTICLE VIII TEACHING CONDITIONS

- A. The parties recognize that the availability of optimum school facilities and equipment for both student and bargaining unit members is required to insure a high quality of education. The employer will construct, equip or maintain any classroom/facility consistent with State and Federal law No bargaining unit member will be required to work, maintain or supervise students in areas constructed, equipped or maintained by the Employer in violation of the foregoing. The Employer agrees to keep the schools and other district facilities reasonably and properly maintained and equipped with instructional materials and equipment. Such materials and equipment shall be available at the opening of the school year.
- B. The Board shall make available in each school building restroom and lavatory facilities for teacher use.
- C. Specific parking areas shall be made available to teachers at each building for their use. These facilities shall be located conveniently close to the building.
- D. The private and personal life of any teacher is not within the appropriate concern or attention of the Board, unless that teacher's conduct affects the teacher's performance of his/her duties, or brings discredit upon the system.

Teaching Conditions (cont.)

- E. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, sexual orientation or marital status or membership in an association with the activities of any employee or organization.
- F. On the matter of student discipline, rules shall be in writing and shall be printed in the Handbook for distribution to staff and students. Any additions and/or modifications shall be published and distributed to teachers and students and also posted in the school building. All teachers shall be responsible for checking of unacceptable behavior in the school buildings, and on the school grounds, throughout the school day. Teachers and Administration shall follow and enforce disciplinary procedures as specified by Board Policy and Administrative Rules contained in the Teacher and Students' Handbooks.
- G. The Board agrees at all times to maintain a list of substitute teachers and provide substitute teachers when available. Teachers shall be informed of a telephone number they shall call one (1) hour prior to their normal reporting time indicating their unavailability for work in case of illness or emergency leave as defined in Leave Policy. Once a teacher has reported unavailability for work, it shall be the responsibility of the Administration to arrange for a substitute.
- H. Teachers serving as supervising teachers of student teachers assigned to Marlette Community Schools by cooperating universities shall do so on a voluntary basis only.
- I. District Staff may view District's Board Policy Manual and Administrative Guidelines online at www.neola.com/marlette-mi. The User Name is Marlette-mi and the password is 76140-mcs.
- J. A certified teacher will be present in the classroom whenever the time is to be considered as instructional time, as per state guidelines.
- K. When a teacher receives a formal evaluation, the teacher may respond in writing within ten (10) days and the response made part of his/her personnel file.

ARTICLE IX SENIORITY

- A. A seniority list shall be provided each fall, to be certified by the Association. Teachers shall be ranked in order of their last date of hire into a bargaining unit position. Seniority shall be broken if a teacher resigns, retires, refuses recall, is dismissed, or accepts employment in a district which is outside the bargaining unit. If two or more teachers are hired on the same day, seniority will be determined at the time of hire for position of seniority by a drawing.
- B. The Teacher Seniority List shall include all certified teacher personnel under this contract.

ARTICLE X LEAVE PAY

- A. Each regularly employed full-time teacher shall be entitled to 14 sick leave days during any contract year upon their reporting to work for at least one (1) day in accordance to the following schedule:
- B. Of the days awarded, four (4) days per year may be used for personal business.
 - 1. It is understood that such personal leave shall not be granted for the first or last day of the school year, nor on the first working day preceding or following a vacation period or holiday. (Exceptions may be granted by the Superintendent, but would exclude areas of abuse.)
- C. Sick leave days may be used for personal sickness, sickness in the family, or time necessary for attendance at the funeral service of a person whose relationship to the employee warrants such attendance.

Leave Pay (cont.)

1. It is further understood that no more than six (6) teachers from each school building will be excused on a given day. (Exceptions: may be granted by the respective Building Principal).
 2. Emergency leave days shall be granted when the request has been made to the Superintendent or designee through the Building Principal. Whenever possible, the request will be made twenty-four (24) hours in advance.
 3. With principal's approval, teachers may use sick leave in one (1) hour increments to be turned in to the business office in 3 hour increments to be charged one half day. Any used hours will be charged against the teacher's accumulated leave time, in ½ day increments, at the end of each school year.
- D. In addition to emergency leave days as provided in Paragraph 3 above, three (3) additional leave days without pay may be granted subject to the Superintendent's approval upon receipt of written application for such leave by the teacher at least twenty-four (24) hours in advance.
- E. Unused sick leave shall accumulate to a maximum of ninety (90) days.
- F. All unused sick leave days in excess of ninety (90) days shall be returned to the teacher at the end of the current school year on the basis of Sixty-five dollars (\$65) per day.
- G. The Board of Education reserves the right to require proof of illness if a teacher's absence exceeds five (5) consecutive days or for suspected abuse of sick leave.
- H. The Board of Education reserves the right to require a physical examination at the expense of the Board when in the judgment of the Board such evidence will serve the best interest of either the teacher or the district.

When the Board of Education believes that a surgical leave request is for a non-essential surgical procedure, the board may withhold approval pending submission of a physician's assurance that such surgery is a necessary procedure at the requested time. The Board of Education reserves the right to request a second opinion from a physician of the Board's choice.

- I. Duty days shall mean those days when pupils are in attendance, teacher orientation days, conference and curriculum days and record days which may occur at mid year and the close of the school year.
- J. There shall be deducted $1/x$ (x =total teacher work days scheduled for school year) of the amount of the teacher's contract for each duty day of unauthorized leave. Furthermore, any teacher who takes unauthorized leave may be subject to additional disciplinary action by the Board of Education, if, in the Board's opinion, such action is warranted.
- K. The Board shall provide the teachers with an accounting of leave day balances at the bottom of each paycheck.
- L. If a teacher requests a leave day and school is subsequently closed due to an "Act of God" day, the teacher will not be charged for the leave day.
- M. Family and Medical Leave Act – The FMLA entitles employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

Twelve work weeks of leave in a 12-month period for:

- The birth of a child and to care for the newborn child within one (1) year of birth
- The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one (1) year of placement
- To care for the employee's spouse, child, or parent who has a serious health condition
- A serious health condition that makes the employee unable to perform the essential functions of his or her job

Leave Pay (cont.)

- Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or

Twenty-six work weeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent or next of kin (military caregiver leave).

N. Teachers must notify the current system for leave time.

ARTICLE XI LEAVES OF ABSENCES

The Board may grant an absence as provided for under Act 4, Public Acts (Ex. Sess.), 1937. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.

A. Sabbatical Leave - The Board, upon recommendation of the Superintendent, may grant a sabbatical leave to a teacher after said teacher has been employed at least seven (7) consecutive years by the Board and at the end of each additional period of seven (7) or more consecutive years of employment for professional improvement not to exceed two (2) semesters at any one time, provided that the teacher holds a permanent or continuing certificate. During said sabbatical leave the teacher shall be considered to be in the employ of said Board, shall have a contract, shall not receive salary remuneration, but shall receive medical benefits.

1. The Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
2. Teachers on sabbatical leave shall be allowed credit toward retirement for time spent on such leave in accordance with rules and regulations established by the Public School Employees' Retirement System.
3. A teacher upon return from sabbatical leave shall be restored to his or her teacher position or to a position of like nature, seniority, status and pay.
4. Sabbatical leave may be given to teachers to permit them to improve their ability to render education service. Such service is usually achieved by formal study, research, and/or writing and travel. Applications for sabbatical leave for other types of experiences will be considered on their merits. Approval of a sabbatical leave shall be contingent upon securing an employee qualified to assume the applicant's duties. A teacher on sabbatical leave shall furnish as many reports as the Superintendent deems necessary or reasonable to determine that the employee is fulfilling the agreement and all other requirements of the leave.
5. Application for all sabbatical leaves must be submitted on or before April 1 prior to the requested leave. However, said deadlines may be waived if, in the opinion of the Superintendent, extenuating circumstances exist and said waiver would be in the best interests of the school.
6. Teachers on sabbatical leave and/or leave of absence must notify the Superintendent prior to June 1, of their intention to return to their teaching position at the beginning of the following school year. Failure to provide said notice will result in automatic termination of employment from the School District.

B. Childbirth/Care Leave

1. Upon application, teachers will be granted a leave without pay for the purpose of childbirth and/or child care of the infant for a duration not to exceed one (1) year, unless renewed at the discretion of the Board.
2. The pregnant teacher may continue teaching as long as she can continue her regularly assigned responsibilities. The teacher's physician will furnish a statement to this effect.

Leaves of Absences (cont.)

3. The application for such leave shall be received by the Superintendent no later than sixty (60) calendar days prior to the effective date of such leave and shall include a statement of the exact date on which the teacher wishes to commence the leave and shall be relaxed upon complication occurring, which shall be followed up by a physician's statement, or adoption, which will be verified by the adoption agency.
 4. A teacher on childbirth/care leave under the above conditions wishing to return to duty at the beginning of the next school year shall file a written request with the Superintendent by June 1 of the previous school year.
 5. Leaves for adoption shall be the same as for child care.
 6. Should the course of nature be interrupted, or should the death of the child occur within the period of leave, the above rules may be relaxed under such conditions as the Board may prescribe.
 7. The beginning and ending dates of the leave may be changed with mutual agreement between teacher and Board.
 8. Such leave may also be granted for reasons other than the care of the newborn children. (Example...Terminally ill or seriously ill children). However, these requests would be handled on an individual basis and must receive approval of the Superintendent and the Board.
- C. Leaves of absence with pay not chargeable against the teacher's allowance shall be granted for the following reasons:
1. Absence when a teacher is called for jury duty.
 2. Teachers shall be granted a maximum of two (2) days if necessary to complete the requirements of a selective service physical examination, and the Board may require the teacher to submit proof of such requirement.
 3. Visitations at other schools or for attending educational conferences or conventions provided such leave is approved by the Superintendent. Mileage allowance (in accordance with Board Policy), meals, lodging and registration fees shall be deemed appropriate expenses of the Board as well as the cost of the substitute teacher needed to relieve the participant.
 4. The Board shall establish a bank of eight (8) days to be used for Association meetings. Such usage shall be determined by the Association President. The Association President shall submit a request for such leave in writing to the Superintendent at least two (2) days prior to commencement of such leave.
- D. Miscellaneous Leaves of Absence
1. Teachers who are elected officers of the State Association, upon the completion of a request for leave form, may be given a leave of absence without pay and without accumulation of fringe benefits, sick leave or credit on the salary schedule for the purpose of performing duties for the Association, not to exceed one (1) year.
 2. Military, Reserve, or National Guard leaves of absence shall be granted to any teacher who shall be inducted, or called for a period of authorized training, or shall enlist for military duty in any branch of the Armed Forces of the United States, until expiration of the first enlistment or the duration of the emergency. Such teacher shall be granted the leave of absence without loss of status, salary, seniority and other rights or benefits. The teacher shall make reasonable effort to ensure that such service be performed during non-school time. A teacher serving military duty shall be compensated for the difference between the teacher's pay and the pay received for the performance of the obligation. Any overpayment resulting from military duty shall be repaid to the District. A payment plan may be set up between the teacher and Administration.

Leaves of Absences (cont.)

3. Exchange teacher in accordance with Section 380.1234 of the revised school code.

"The Board of any school district, except a primary may pay, for a period of not more than one (1) year, the salary of any qualified teacher who has taught within the school district for three (3) or more years while the teacher, with the consent of the Board of their district, is performing teaching duties in another state of the United States, a foreign state of the United States, foreign country or a territory of the United States or a foreign country. A teacher of this state while on exchange duty is entitled to the same compensation, rights, and privileges, including retirement benefits, as though the teacher were continuously performing normal teaching duties for the employing board consenting to the exchange."

4. Educational leave may be granted for the purpose of engaging in study at an accredited college or university related to his/her professional responsibilities.

ARTICLE XII PROTECTION OF TEACHERS

- A. The Teachers will receive full support of their actions in conducting classes and disciplining, provided same are within the scope of Board policy.
- B. Any case of assault upon a teacher shall be promptly reported in writing to the Superintendent of Schools. The Board will provide legal aid to a teacher when the Board has determined he/she has acted within the scope of Board policy concerning the facts surrounding the assault.

Board policy 3362.01 reads, "threatening behavior toward staff members: the Board of Education believes that a staff member should be able to work in an environment free of threatening speech or actions."

Threatening behavior consisting of any words or deeds that intimidate a staff member, or cause anxiety concerning his/her physical and/or psychological well-being, is strictly forbidden. Any student, parent, visitor, staff member, or agent of this board who is found to have threatened a member of the staff will be subject to discipline, or reported to the authorities.

The superintendent shall implement guidelines whereby students and employees understand this policy and appropriate procedures are established for prompt and effective action on any reported incidents."

- C. Any complaints received by the Administration from parents or legal guardians of a student directed toward a teacher shall be promptly called to the teacher's attention. No record of said complaint shall be placed in a teacher's personnel file without first being fully substantiated by the board and/or administration. Said teacher shall have the opportunity to respond to any document placed in his/her personnel file.

ARTICLE XIII NEGOTIATION PROCEDURES

- A. The Board and Association will begin negotiations for a new agreement between the dates of February 1 and March 1 immediately preceding the termination of this contract.
- B. There shall be three (3) signed copies for purposes of record: one (1) retained by the Board, one (1) by the Association, and one (1) by the Superintendent.

ARTICLE XIV GRIEVANCE PROCEDURE

- A. Definitions:
 1. A grievance is an alleged violation, event or condition involving the interpretation and application of the provisions of this Agreement.
 2. The "aggrieved" person is the person or persons making the claim.

Grievance Procedure (cont.)

3. The term "teacher" includes any individual or group who is a member of the bargaining unit covered by this Agreement.
 4. The "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
- B. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:
1. The termination of services, or failure to re-employ, any teacher.
 2. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure, or authorizes a remedy (discharge and/or demotion).
- C. The Association shall designate representatives from the Marlette Education Association, Michigan Education Association or National Education Association to handle grievances when requested by the grievant. Such representatives shall be made known to the Board or its designated representatives and shall be authorized to indicate the Association's position, approval or disapproval on each grievance at each level as required. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention by the association, if the adjustment is not inconsistent with the terms of this agreement, provided that the association has been given opportunity to be present at such adjustment.
1. The term "days" as used herein shall mean days in which school is in session or business days during the summer.
 2. Any timeline provided for in the grievance procedure may be extended by mutual written agreement of the parties.
- D. Written grievances as required herein shall be filed on the approved grievance form attached as Appendix B and contain the following:
1. It shall be signed by the grievant or grievants.
 2. It shall be specific.
 3. It shall contain a synopsis of the facts giving rise to alleged violation.
 4. It shall cite the section or subsections of this contract (or the written board policy) alleged to have been violated.
 5. It shall contain the date of the alleged violation.
 6. It shall specify the relief requested.

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

E. Level One--

A teacher believing himself/herself wronged by an alleged violation of the express provisions of this Contract shall within five (5) days of its alleged occurrence orally discuss the grievance with the Building Principal, either personally or accompanied by an Association representative, in an attempt to resolve same. If no resolution is obtained within five (5) of the discussion, the teacher shall reduce the grievance to writing and present it to the Principal who shall within five (5) days render his/her decision in writing, transmitting a copy of the same to the grievant, the Association Secretary, the Association President, the Superintendent and President of the Board of Education, with a copy kept in a permanent file in the office of the Principal and Superintendent. If no decision is rendered in writing within five (5) days, or the decision is unsatisfactory to the grievant and the Association, the grievant may appeal to Level Two.

Grievance Procedure (cont.)

Level Two--

A copy of the written grievance shall be filed with the Superintendent or designated agent, as specified in Level One, with the endorsement thereon of the approval or disapproval of the grievance, the Superintendent or designated agent shall arrange a meeting with the grievant and/or the designated Association representative at the option of the grievant to discuss the grievance within ten (10) days of receipt of the grievance. Within five (5) days of the discussion, the Superintendent or designated agent shall render the decision in writing, transmitting a copy of the same to the grievant, the Association Secretary, the Association President, the Building Principal, Superintendent and President of the Board of Education. Copies of same shall be kept in a permanent file in the office of the Building Principal and Superintendent. If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant may appeal same to the Board of Education by filing a written grievance along with the decision of the Superintendent with the officer of the Board in charge of drawing up the agenda for the Board's meeting not less than five (5) days prior to the next regularly scheduled Board meeting.

Level Three--

Upon proper application as specified in Level Two, the Board shall allow the teacher or his/her Association representative an opportunity to be heard at the meeting for which the grievance was scheduled. Within five (5) days after its next regularly scheduled meeting, the Board shall render its decision in writing. The Board may hold future hearings therein, may designate one (1) or more of its members to hold future hearings therein or otherwise investigate the grievance, provided, however, that in no event except with express written consent of the Association shall final determination of the grievance be made by the Board more than five (5) days after next regularly scheduled meeting after the initial hearing. A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the Building Principal for the building in which the grievance arose, the grievant, the Secretary of the Association, and the Association President.

Level Four--

If the grievant and/or Association is not satisfied with the disposition of the grievance by the Board of Education, the parties may request mediation of the issue through the Michigan Employment Relations Commission within thirty (30) business days of the Level Three disposition.

Level Five --

Should the matter not be submitted to mediation or if mediation fails to resolve the grievance within thirty (30) business days it may be submitted to arbitration before an impartial arbitrator. If the parties do not agree as to the arbitrator within five (5) business days from the notification date that the arbitration will be pursued, he shall be selected by the American Arbitration Association in accord with the rules which shall likewise govern the arbitration proceeding. Neither party may rely on any grounds nor 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 and agree that judgment thereof may be entered in any court of competent jurisdiction.

The fees and expenses of the arbitration shall be shared equally by the parties.

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

Grievance Procedure (cont.)

LIMITATIONS OF ARBITRATIONS:

- A. They shall have no power to add or subtract from, disregard, alter, or modify any terms of this agreement.
- B. They shall have no power to rule on any of the following:
 - 1. The termination of services of or failures to re-employ any probationary teacher.
 - 2. Evaluation, layoff & recall, assignment probation, vacancy/transfer, merit pay, discipline & discharge, provided the exclusions continue as prohibited subjects of bargaining.

ARTICLE XV TEACHER RETIREMENT

- A. Teachers will participate in the Michigan Public School Employees Retirement System (MPERS), as mandated by current law.

ARTICLE XVI COORDINATING COUNCIL

There is hereby established at the Marlette Community Schools, a Coordinating Council with the following conditions:

- A. The Council membership shall consist of three (3) members from the Association with the recommendation that at least one (1) member be from the negotiating committee and three (3) administrators.
- B. Meetings.
 - 1. The Council shall meet once a month, October through May.
 - 2. Special meetings may be called by the Chairperson (president of the association) by serving written notice at least two (2) school days (rule may be waived by mutual consent) prior to the time of special meeting.
- C. Agenda.

Each party shall submit to the other on or before Tuesday prior to the meeting, an agenda covering items to be discussed.
- D. Purposes of Coordinating Council.
 - 1. To discuss problems of mutual concern as they shall arise during the life of this Agreement and to establish an open communication by the Association and the Administration. However, it is expressly understood that the problems herein above discussed shall in no way constitute negotiations of articles under this Agreement, or new articles, except as they shall be formally requested pursuant to the articles of this Agreement.
 - 2. To charge this committee to recommend to the Board of Education in-service training programs which will meet the needs of the staff and curriculum.

In-Service Training may include:

 - a. Demonstrations.
 - b. College Classes - promoted by the Council.
 - c. Time to evaluate the needs of the Marlette Community Schools' Curriculum.
 - d. Time to develop curriculum and a course of study to provide continuity in the school program.
 - e. Time for workshops pertaining to educational needs in the Marlette Community Schools.
 - f. Visitations in other school systems with the approval of the Board and Administration. The goals of these visitations shall fill a direct need for the problem under study.
 - g. Any expense involving curriculum planning or in-service training may be assumed by the Board.
 - 3. The Coordinating Council may appoint any other committees which are deemed necessary by mutual consent of the members of the Council.

Coordinating Council (cont.)

- E. Committees will submit their reports to the Coordinating Council, which in turn will make its recommendations to the Board of Education.
- F. The Board of Education shall act within four (4) weeks after the presentation of the recommendations and shall also notify the Council in writing of the action taken.

ARTICLE XVII MANAGEMENT RIGHTS

The Board of Education hereby retains and reserves unto itself all of the rights and powers vested in it through the laws and Constitution of the State of Michigan, and those powers normally incident to management, it being expressly understood that this clause shall not in any way negate the rights herein granted under the terms of this Contract.

ARTICLE XVIII PROFESSIONAL DEVELOPMENT

The district will establish a Professional Development fund annually for PD outside the district in the amount of \$135 times the number of classroom teachers. These monies are to be used for registration fees, travel, food and lodging. It is also understood that the Board is open to investing even more monies should the fund become depleted.

In order to access this money, the teacher must go through the established procedures of requesting to go to conferences, seminars, work sessions, visitations or classes. This function must be directly related to the teacher's current or proposed teaching assignment. The Board of Education will solicit staff input on how the Professional Development funds are to be spent. After the input is received, a district focus will be determined. A teacher, with the approval of their principal and the Superintendent, can deviate from the agreed upon district focus as specified needs arise.

A Professional Development Advisory Committee, composed of one teacher from each building will work with the Superintendent or his representative to review applications for the use of Professional Development funds. This committee will establish procedures and necessary timelines to award these funds, monitor their use and insure that all teachers have equal access to the funds. This committee will make every effort to insure that funds not being used because some teachers may choose not to use them will be used to provide even greater amounts to those teachers who have conferences, etc., which cost more than the minimum provided by this agreement. It is understood that the Superintendent will have final authority within the limits of Paragraph 1.

Both the Marlette Education Association and the Board urge each and every teacher to make good use of these funds by updating his or her professional skills. The students, individual teachers, and the school district will gain from teachers who are up-to-date, enthused and aware of the most current methods and procedures. Principals are directed to encourage teachers to take advantage of any opportunity for professional growth that will be of help in current or proposed teaching assignments.

It is further understood that teachers who participate in these professional activities will share what they have learned with their colleagues, with students or with the administration as appropriate.

A teacher, who attends workshops/conferences for training outside the regular school day, required by the District, will be reimbursed at the same hourly rate as a teacher who works during their conference period. The reimbursement will be based on the number of hours the teacher is in class.

Mileage will be paid at the IRS rate. Meals will be reimbursed as per Board Policy.

**ARTICLE XIX
MISCELLANEOUS PROVISIONS**

- A. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. All future individual teacher contracts shall be made expressly subject to the terms of this agreement.
- B. Duplicated copies of this Agreement shall be printed at the expense of the Board. Additional copies will be available on the district website within 45 days of a signed agreement.
- C. If any provision of this Agreement, or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement upon mutual agreement, any issue may be reopened for negotiation.
- E. The Marlette Education Association and the Marlette Board of Education have agreed that there should be prescribed provisions for the handling of medically fragile students. Medically fragile children's health needs will be attended to, and treated by medically certified personnel.
- F. If an emergency financial manager is appointed by the state under the Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement at his/her sole discretion. The authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

**ARTICLE XX
DURATION OF AGREEMENT**

The following amendments to the Master Agreement between the Board of Education of Marlette Community Schools and the Marlette Education Association shall be effective the date of ratification, and shall continue in effect until June 30, 2022. The Master Agreement, nor these amendments shall not be extended orally, and it is expressly understood that the Master Agreement and amendments shall expire as of June 30, 2022.

Board of Education

By _____
President

By _____
Secretary

Date _____

Marlette Education Association

By _____
President

By _____
Secretary

Date _____

SCHEDULE A

A. Basic Salary Schedule

With the elimination of step advancements in the BA Lane beyond step 7 the district will grandfather existing employees at their 2015-2016 step

2019-2022 Salary Schedule

Move Steps & Lanes

STEP	BA	BA/20	MA	MA/20	MA/30
1	\$36,303	\$37,346	\$38,260	\$39,943	\$41,759
2	\$37,346	\$38,260	\$39,943	\$41,759	\$43,583
3	\$38,260	\$39,943	\$41,759	\$43,583	\$45,539
4	\$39,943	\$41,759	\$43,583	\$45,539	\$48,393
5	\$41,759	\$43,583	\$45,539	\$48,393	\$50,991
6	\$43,583	\$45,539	\$48,393	\$50,991	\$53,852
7	\$45,539	\$48,393	\$50,991	\$53,852	\$57,746
8		\$50,991	\$53,852	\$57,746	\$60,733
9		\$53,852	\$57,746	\$60,733	\$63,851
10		\$57,746	\$60,733	\$63,851	\$67,227
11		\$59,536	\$62,904	\$66,230	\$69,269
12-16		\$61,352	\$64,720	\$68,045	\$71,085
17+		\$62,077	\$65,445	\$68,771	\$71,810

1. The Board will pay retirement on the above salary schedule(s) for all wages earned.
2. Completion of twenty (20) semester hours of graduate credits will be necessary to qualify a teacher for the salary schedules beyond the Bachelor’s Degree. A verification of these credits must be presented to the central office by the first day of school. In order to be compensated for degrees or credits obtained by the second semester of the current working year, teachers must notify the Superintendent and Association President of the change to take place second semester, by the first day of the opening of school. It will be the responsibility of the teacher to verify no later than January 6 that this change will definitely take place. Upon completion of these credits, all transcripts or letters of verification, must be forwarded to the Superintendent in a timely manner.

Hours beyond the master degree will be taken from an accredited university and must be graduate level courses unless required for certification or highly qualified.

A teacher who earns a BA+20 before they earn their master’s degree may use up to twenty (20) graduate level credits earned past the BA toward the MA+20 after completion of the master’s degree. Hours used for the master’s degree cannot be used for the MA+20.

No duplicate credits may be counted toward advancement on the Salary Schedule. Teachers may make only one degree change on the Salary Schedule at a time, without prior approval by the Superintendent, one year in advance.

B. Health Insurance:

The Board agrees to pay for the purchase of the following insurance plans for each full-time regularly employed teacher in the school system who submits the necessary applications for such coverage including a statement that the teacher is not covered by hospitalization insurance by another source.

The Marlette Community Schools will provide MESSA ABC1 (\$1,350/\$2,700 deductible) as the health insurance plan for its members.

Schedule A (cont.)

The District will pay 100% of the deductible on January 1 of each year of the contract. The District will pay the hard cap in accordance with PA152 for each school year. The remaining balance will be the responsibility of the employee. This amount shall be deducted, pre-tax, over 21 or 26 pays depending on the number of pays the teacher chooses. Board paid MESSA insurance benefits cannot be used for the purpose of an abortion.

PAK C:

Hospitalization	ABC1 (self, self & spouse, self & child, full family) \$1,350/\$2,700 Deductible Paid by Employee
Delta Dental Plan	E/007 Class 1-80%/Class 2-80%/Class 3-80% with \$2000 maximum; Class 4 – Orthodontics \$1300 maximum
Negotiated Life	\$40,000 AD & D
Vision	VSP 3

PAK B:

Dental	Delta Dental Plan - Class 1-100%/Class 2-90%/Class 3-90% with \$2000 maximum; Class 4 – Orthodontics \$1500 maximum
Vision	VSP 3
Negotiated Life	\$50,000 AD & D
Dependent Life	\$10,000 spouse/\$5,000 children

Cash option:

1. The Board agrees to provide a \$1,500 cash benefit for those employees choosing PAK B who are covered under a spouse/parent employed at Marlette Community Schools health care policy to be paid in twenty (20) bi-weekly payments commencing with the first paycheck of the new school year.
2. Eligible employees (minimally 80%) who are covered under a spouse/parent health care policy (other than through Marlette Community Schools) can choose a cash option in lieu of health care benefits. The Board will provide a \$2,000 cash benefit for a single employee, \$4,000 cash benefit for employee and spouse/child, or \$6,000 cash benefit for a family.

The Board's contribution for regularly employed part-time teachers (minimally 80%), or for teachers who are employed for less than a full school year, shall be prorated. A full-time teacher who completes his/her duties for the full school year shall receive coverage through August 30. If a teacher retires at the end of the school year, he/she may choose to make the effective date of retirement the first day of July, August or September. Health coverage would then terminate the day before the retirement effective date. No coverages will be carried beyond August 30. Should a teacher retire mid-year, health coverage would end the day preceding the effective date of retirement.

In the event of a national health program is enacted that would affect the benefits in this agreement, both parties would agree to meet and negotiate over the impact of such a program on the benefits package contained in this agreement.

C. Credit on Salary Schedule for Previous Teaching Experience:

1. Credit on the salary schedule shall not be given for less than a full semester (1/2 school year) of experience.
2. For experienced teachers first entering service at Marlette Community Schools, at the administration's discretion, full credit on the salary schedule may be given for years of actual teaching experience in approved public or private schools in the United States, its territories, possessions, armed forces schools, or schools of equivalent standards.

- D.** A counselor may be employed for a maximum of two (2) weeks each year in addition to the regular school year and shall be paid at their weekly rate for said work, but not less than Five Hundred (\$500.00) Dollars for those two (2) weeks. It is further agreed that the Board reserves the right not to employ all counselors for the extra two (2) weeks each year thereafter.

Schedule A (cont.)

E. Reimbursed mileage - mileage will be reimbursed at the current IRS rate.

F. Department and/or Grade Level Chairpersons:

Department and/or grade level chairpersons will be designated on a voluntary basis or may be appointed by the Board or its designated agent for the efficient operation of the schools. The primary function of the chairperson will be to provide professional leadership for improvement of the instructional program within their respective academic area or grade level.

However, the chairperson shall not have any responsibility for the selection, supervision and/or evaluation of professional personnel.

A teacher who accepts the high school department chairmanship shall be reimbursed at a rate of 1% of base salary per year.

G. Terminal Payment: Compensation per accumulated sick leave will be granted upon retirement from the Marlette Community School System at the rate of Thirty-five (\$35.00) Dollars per accumulated sick days up to ninety (90) and Sixty-five Dollars (\$65) per accumulated sick day in excess of ninety (90). Total compensation in this provision shall not exceed \$4,125.00 Terminal payment will only be made to those staff members with a minimum of ten (10) years of teaching experience in the Marlette Community School System. The terminal payment will only be paid once, even if a staff member resumes teaching on a part-time basis after his/her original retirement date.

H. Association members who are required to travel between buildings will be reimbursed at a rate of \$125 per semester. This amount will be added to the employee's W-2 since the reimbursement is not for actual mileage.

I. Each teacher will receive a \$250 supply allowance to be spent at his or her discretion. Any additional purchases must be approved by the building principal and administration.

SCHEDULES B, C AND D

When a position becomes available, which is included in Schedules B, C, and D, the Board will post the position internally first. If there is no one interested and/or qualified, then the Board may seek outside applicants to fill the position. The Marlette Board of Education has the total discretion to determine if an individual is qualified.

SCHEDULE B

COMPENSATION FOR EXTRA DUTIES

Varsity Football

Head	10.0%
Varsity Assistant (1)	6.0%
Head JV	6.0%
JV Assistant	4.0%
JH Football	3.0%
JH Grade Assistant (1)	2.0%

Boys Varsity Soccer

Head Varsity	10.0%
--------------	-------

Girls Varsity Soccer

Head Varsity	10.0%
--------------	-------

Boys' Varsity Basketball

Head	10.0%
Junior Varsity	6.0%
Freshman Basketball	5.0%

Schedule B (cont.)

Boys' Middle School Basketball	
7th Grade	3.0%
8th Grade	3.0%
Varsity Track	
Boys' Coach	10.0%
Girls' Coach	10.0%
Varsity Track Assistant	4.0%
Middle School Track	
Boys Coach	3.0%
Girls Coach	3.0%
Varsity Baseball	
Head	10.0%
Junior Varsity	6.0%
Varsity Wrestling	
Head	10.0%
Assistant	6.0%
Boys' & Girls' Varsity Cross Country	5.0%
7th & 8th Grade Cross Country	3.0%
Girls' Varsity Basketball	
Head	10.0%
Junior Varsity	6.0%
Freshman	5.0%
Girls' Middle School Basketball	
7th Grade	3.0%
8th Grade	3.0%
Girls' Varsity Volleyball	
Head	10.0%
JV	6.0%
Freshman	5.0%
8th	3.0%
7th	3.0%
Girls' Varsity Softball	
Head	10.0%
Junior Varsity	6.0%
Cheerleader Sponsors	
Head Fall	4.0%
Head Winter	6.0%
JV Fall	2.0%
JV Winter	3.0%

JV Cheer will only be posted if the Head Sponsor, Athletic Director and Superintendent feel it is necessary. If only one sponsor is hired for both JV and Varsity, that sponsor will receive 2% additional compensation, up to 10% maximum.

Schedule B (cont.)

Junior-Senior Choral Director	3.0%
Band Director	10.0%
Yearbook	4.0%
Senior Coordinator	3.5%

Compensation is to be based upon the appropriate percentage of the B.A. salary schedule and the appropriate step of experience of the employee in that activity.

For experienced personnel first entering service at Marlette, full credit on the salary schedule will be given for the first six (6) full years of contractual experience in approved public or private schools in the United States, its territories or possessions, armed forces schools or schools of equivalent standards. The Board will pay retirement on the above Schedule.

The Board shall attempt to fill assistant positions as finances are available.

On the recommendation of the Athletic Director and approval of the Superintendent for Varsity sports that do not have an Assistant position on Schedule B; one may be hired. The pay will be \$500.

Base for coaches

Step	
1	\$35,676
2	\$36,701
3	\$37,599
4	\$39,253
5	\$41,038
6	\$42,830
7	\$44,752
8	\$47,557
9	\$50,110
10	\$52,922
11	\$55,908

SCHEDULE C

Business Professionals of America	3%
National Honor Society	3%
Engineering/Rocket Club	3%
Gifted & Talented	2%
Quiz Bowl – High School	1.5% each semester
Quiz Bowl – Junior High	1.0%

A minimum of 8 events and 10 practices per semester

Class Sponsors

Senior	2.5%
Junior	2.5%
Sophomore	2.0%
Freshman	2.0%

Student Council

High School	4.50%
Junior High Grades 7-8	2.50%
Elementary School K-6	2.50%

Junior High School Activities

Staff participating in approved overnight class trips will be paid as follows:

Trip Coordinators	1.0% per night
Trip Chaperones/Counselors	0.5% each (Limited to the number of teachers on staff for that grade level)

Compensation will be based upon the appropriate percentage of the B.A. one (1) step of the basic salary schedule. The Board will pay retirement on the above schedule.

SCHEDULE D

Summer School	\$20.00 per hour
Tutoring	\$20.00 per hour

Curriculum/Training/Developmental Workshop Days \$75.00 per day.
These are voluntary days (These days are days not scheduled in the agreed upon calendar.)

Conference period as substitute	\$20.00 per period**
---------------------------------	----------------------

**A teacher taking a class of another during an assigned conference period may select to take a compensation period in place of a payment. Payment for unused compensated periods will be paid at the end of the school year.

Homebound Instruction	\$20.00 per hour
-----------------------	------------------

Mileage will be paid portal to portal at the current IRS rate

Additional class teaching assignment	1/5 of Teacher's Experience Level (degree/step), with a cap of \$5500 per semester.
--------------------------------------	---

School Year Compensation	During the school year, teachers will be awarded one comp hour for each period they sub,
--------------------------	--

Six (6) comp hours at the elementary level equates to a full day, and six (6) comp hours at the JH/HS level equates to a full day.

If discrepancies arise regarding the calculation of comp time, the Negotiating Team and Administration will meet to resolve the issue.

The Marlette Education Association President will be allowed to use their conference time, as needed, for Association business. Every effort will be made to schedule this person for their conference time during the last period of the day.

The Board will pay retirement on the above Schedule.

APPENDIX A

CLASS SIZE

1. Elementary

Kindergarten	25		
Grades 1-3	25		
Grades 4-6	27		
Exploratory		30 – Including Social Studies/Life Skills and Science Classes, when offered in the exploratory rotation	

2. Junior High: The Board shall strive to establish the following recommended class sizes

Art	30	Social Studies	30
Math 7 & 8	30	English	28
Physical Education	36	Science 7 & 8 – General	30
Band	60	Science 7 & 8 Lab	25
		Exploratory	30

3. Senior High: The administration will make every attempt to hold to the class sizes listed below:

Art	24	Foreign Language	30
English	28	Business/Computers	30
English	28	Math	30
Physical Education	36	Science Classes (General)	30
Social Studies/History	30	Science Classes (Lab)	25
Special Education	30	Science classes termed as “lab” classes will consist of a minimum of six labs per semester. Lab documentation will be provided to the building administrator at the end of each semester if requested.	
No Overload Pay with Para-Pro			
Life Management	30		
AP Classes	25		

APPENDIX B

MARLETTE COMMUNITY SCHOOLS

MARLETTE, MICHIGAN 48453

TEACHERS GRIEVANCE REPORT

A. FACTS UPON WHICH GRIEVANCE IS BASED:

- 1. Teacher directly involved in alleged incident _____
- 2. Date of alleged incident: _____ Time: _____
- 3. Place of alleged incident _____
- 4. Witnesses: _____

- 5. Nature of incident _____

B. ARTICLES AND SECTIONS OF THE MASTER CONTRACT WHICH HAVE BEEN ALLEGEDLY VIOLATED:

C. STATE RELIEF REQUESTED

D. TEACHER(S) FILING GRIEVANCE

_____ Signature of Employee	_____ Date
_____ Signature of Employee	_____ Date
_____ Signature of Employee	_____ Date
RECEIVED BY _____ Signature of Administrator	_____ Date

Copies of this report must be filed with Association President, Association Secretary, Building Principal, Superintendent of Schools, and President of the Board of Education.

The Marlette Education Association (approves) (does not approve) of the filing of this grievance.

Date Association President Date Grievance Chairperson

APPENDIX C

CODE OF ETHICS OF THE EDUCATION PROFESSION

PREAMBLE

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the MEA and/or its affiliates for the violation of any provision of this code shall be exclusive, and no such provision shall be enforceable in any form other than once specifically designated by the NEA or its affiliates.

PRINCIPLE I - COMMITMENT TO THE STUDENT

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning;
2. Shall not unreasonably deny the student access to varying points of view;
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress;
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
5. Shall not intentionally expose the student to unnecessary embarrassment or disparagement;
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, or family, social or cultural background, or sexual orientation, unfairly;
 - a. Exclude any student from participation in any program;
 - b. Deny benefits to any student;
 - c. Grant any advantage to any student;
7. Shall not use professional relationships with students for private advantage;
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

PRINCIPLE II - COMMITMENT TO THE PROFESSION

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education and to assist in preventing the practice of the profession by unqualified persons.

APPENDIX C (cont.)

In fulfillment of the obligation to the profession, the educator:

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications;
2. Shall not misrepresent his/her professional qualifications;
3. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education or other relevant attribute;
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position;
5. Shall not assist a non-educator in the unauthorized practice of teaching;
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law;
7. Shall not knowingly make false or malicious statements about a colleague;
8. Shall not accept any gratuity, gift or favor that might impair or appear to influence professional decisions or actions.

APPENDIX D

Calendar is a negotiated item that will be agreed upon by both parties. Make-up days will be made up at the end of the school year unless mutually agreed upon by the superintendent and the association.

2019-2020 Calendar

DATES	COMMENTS	K-12		STUDENTS
		STUDENTS	TEACHERS	MK/PERIOD
Aug 19 – 23	Aug 21 - 22 1.5 PD, .5 WD	0	2	
Aug 26 – 30	Student First Day Aug 27, No School Aug 30	3	3	
Sept 2 – 6	No School Sept 2 Labor Day	4	4	
Sept 9 – 13		5	5	
Sept 16 - 20		5	5	
Sept 23 – 27		5	5	
Sept 30 - Oct 4		5	5	
Oct 7 – 11		5	5	
Oct 14 – 18	No School Oct 18	4	4	
Oct 21 - 25		5	5	
Oct 28 - Nov 1		5	5	46
Nov 4 – 8		5	5	
Nov 11 – 15	No School Nov 15	4	4	
Nov 18 – 22		5	5	
Nov 25 – 29	Thanksgiving Break Nov 27 – 29	2	2	
Dec 2 – 6		5	5	
Dec 9 – 13		5	5	
Dec 16 – 20	Early Dismissal Dec 20	5	5	
Dec 23 – 27	Winter Break	0	0	
Dec 30 – Jan 3	Winter Break	0	0	
Jan 6 – 10		5	5	
Jan 13 – 17		5	5	
Jan 20 – 24	Early Dismissal Jan 24	5	5	46
		92	94	
Jan 27 – 31	No students PD Day Jan 27	4	5	
Feb 3 – 7		5	5	
Feb 10 – 14		5	5	
Feb 17 – 21	No students PD Day Feb 17	4	5	
Feb 24 – 28		5	5	
Mar 2 – 6		5	5	
Mar 9 – 13		5	5	
Mar 16 – 20		5	5	
Mar 23 – 27	Early Dismissal Mar 27	5	5	
Mar 30 - Apr 3	Spring Break	0	0	
Apr 6 – 10	No School Good Friday Apr 10	4	4	47
Apr 13 – 17		5	5	
Apr 20 – 24		5	5	
Apr 27 – May 1		5	5	
May 4 – 8		5	5	
May 11 – 15		5	5	
May 18 – 22		5	5	
May 25 – 29	No school May 25 Memorial Day	4	4	
Jun 1 – 5		5	5	
Jun 8 – 12^	Jun 8 - 9 Early Dismissal, Jun 10 PD	2	3	41
		88	91	

School Year Totals

180 185

^ Tentative based on snow days

PD - PROFESSIONAL DEVELOPMENT, EARLY DISMISSAL 1 PM

