

# **MASTER AGREEMENT**

**BETWEEN**

**UNIONVILLE-SEBEWAING AREA SCHOOLS**

**AND THE**

**UNIONVILLE-SEBEWAING EDUCATION  
ASSOCIATION MEA/NEA**

**DATES EFFECTIVE**

**December 13, 2018 – June 30, 2021**

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**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**AGREEMENT**

THIS AGREEMENT was ratified by the USEA on December 10, 2018 and approved by the Unionville-Sebewaing Board of Education on December 13, 2018, by and between the Board of Education of Unionville-Sebewaing Area Schools, Tuscola and Huron Counties, Michigan, hereinafter called the "Board" and the MEA and NEA for the Unionville-Sebewaing Education Association, hereinafter called the "Association."

**WITNESSETH**

WHEREAS, the BOARD and the ASSOCIATION recognize and declare that providing a quality education for the children of Unionville-Sebewaing Area Schools, Tuscola and Huron Counties, Michigan is their mutual aim, and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has a statutory obligation, pursuant to Act 336 of the Public Acts of 1947 as amended by Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize,

In consideration of the following mutual covenant, IT IS HEREBY AGREED as follows:

**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 teachers; on tenure, probation, classroom teachers, guidance counselors, librarians, employed or to be employed by the Board but excluding the Superintendent, Assistant Superintendent, Principals, Assistant Principals, and office and clerical employees. The term "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined and references to male teachers shall include female teachers.
  
- B. The Board agrees not to negotiate with any teacher's organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teachers from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

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- C. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittances for annuities, credit union, and savings bonds. Charitable donations and other plans or programs must be jointly approved by the Association and the Board. It is understood that the Board or an employee of the Board shall not be held liable for any error in remitting such payments.
  
- D. The Board shall defend itself against such action, and the Association shall reimburse the Board any and all costs caused by such defense. These costs shall include court costs, attorney fees and any other reasonable costs, but not clerical costs or costs resulting from gross negligence on the part of the Board or its agents.
  - 1. Legal counsel to defend any said suit or action shall be selected by the Association with Board approval.
  - 2. The Association, after consultation with the Board, has the right to decide whether or not to appeal the decision of any court or other tribunal regarding the validity of this section, or the damages that may be assessed against the Board by any court or tribunal.
  - 3. The Association shall have the right, after consultation with the Board, to compromise or settle any claims made against the Board under this section.
  
- E. By July 1 of each school year, the Association will designate a representative to receive bargaining unit information on its behalf and will notify the Board of that selection. That individual will provide the Board with a list of member information that shall be provided to the Association by August 1.

If the Association needs information not previously requested, the employer shall furnish the information requested within 10 (ten) working days of the Association's request.

When any person is hired or ends their employment, the Association will be notified no later than 10 (ten) working days after that change occurs.

**ARTICLE II - TEACHER RIGHTS**

- A. Pursuant to Act 336 of the Public Acts of 1947 as amended by Act 379 of the Michigan Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful activities short of strike, for mutual aid and protection. An employee shall also have the right to refrain from such activities. As a duly elected body exercising governmental power under the laws of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or

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conditions of employment by reason of his membership in the Association or lack of membership; his participation in or non-participation; any lawful activity of the Association, or collective professional negotiations with the Board or his institution of any grievance, complaint, or proceeding under this Agreement with respect to any terms or conditions of employment.

- B. The Board agrees to make available to the Association, in response to reasonable requests from time to time, such information as is necessary for intelligent bargaining and negotiations and processing of grievances.
- C. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- D. No material originating after original employment will be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material. The teacher may submit a written notation regarding any material and the same shall be attached to the file copy of the material in question. If the teacher believes that material to be placed in their file is inappropriate, in error, or unsubstantiated, they may receive adjustment informally and/or through the grievance procedure provided cause is shown, whereupon the material will be corrected or expunged from the file. If the teacher is asked to sign material placed in their file, such signatures shall be understood to indicate their awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

**ARTICLE III - MANAGEMENT'S RIGHTS**

The Board, on its own behalf, and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system and its properties and facilities.
- B. To hire all employees, subject to the provisions of law and to determine their qualifications.
- C. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature.
- E. To determine class schedules, the duties, responsibilities, and assignments of teachers and other employees.

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- F. To require with mutual consent of both the Association and the Administration either, or both, a physical examination and mental competency evaluation report from a licensed professional person in regard to any school employee's continued employment with the Unionville- Sebewaing Area Schools. The cost of the examination shall be paid by the Board.

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Laws.

**ARTICLE IV - 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 and everyone at proper step established by Master Contract and teacher qualifications.
- B. Newly employed, certified teachers with experience in a traditional public, public charter, public academy or other non-cyber program with verifiable teacher evaluation record (must be MDE approved evaluation instrument) will be placed at the same step on the salary schedule (maximum 10 years) as they would be if they had taught at USA Schools during those same school years at which time they accumulated eligible years of serve under this paragraph.

Newly employed, certified teachers with private school, nontraditional school (such as cyber or online programs), unverifiable evaluation records (or evaluations completed under a device not approved by the State of Michigan), or having received other than effective or highly effective evaluation labels may be placed at the same step on the salary schedule (maximum 10 years) as they would be if they had taught at USA schools during those same school years.

- C. The salary schedule is based on the regular school calendars set forth in Schedule C and the normal teaching assignment as provided elsewhere in this Agreement.
- D. Teachers at the beginning of the school year may elect to be paid in either twenty-one (21) or twenty-six (26) equal bi-weekly pay installments.
- E. The Board will pay 20% of the base salary (Step 1) of the teacher's salary column (i.e. BA+20, MA, MA+20, etc.) to the teacher assigned an extra class for the entire year or prorated for each term less than a full year (such as individual trimesters or semesters).
- F. Teachers shall be advanced on the salary schedule in the trimester/semester following the trimester/semester in which the Board is furnished transcripts demonstrating the completion of additional course work.
- G. Any college credits which are to be used for the purpose of changing salary scale (BA to BA + 20, etc.) must be post-graduate credits in semester hour increments or any other classes which have been given prior administrative approval in writing.

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- H. Any teacher who is asked by the administration to be a substitute for another teacher, during their conference time or another time period during the school day, will be entitled to one of the following choices:
1. The teacher may decline to be a substitute without penalty.
  2. The teacher will be compensated at their per hour, daily rate.
  3. The teacher will earn one (1) hour of personal time, for each hour that the teacher performs substitute duties.
- I. If a teacher asks another teacher to cover their class and the substituting teacher does not ask to be compensated by the district, the teacher needing the substitute will not be charged any personal time.

**ARTICLE V - HEALTH INSURANCE**

- A. The Employer shall provide to the bargaining unit teacher MESSA-Choices II – PAK or MESSA ABC PAK for a full twelve-month period for the bargaining unit member and his/her entire family. The Employer shall be the Policy Holder.

Each teacher must choose between MESSA Choices II – PAK or MESSA ABC PAK. This choice shall remain in effect for a period of twelve (12) months or until the next MESSA open enrollment period.

Bargaining unit members not electing MESSA-PAK Plan A will select MESSA-PAK Plan B.

Employees enrolled in an eligible health insurance plan may request voluntary payroll deductions into a Health Savings Account (HSA). The district will not provide “pre-funding” of employee HSA accounts.

The negotiated benefit levels for Plan A and Plan B are outlined in Schedule D.

- B. The Board shall provide cash-in-lieu pursuant to an IRS Section 125 Plan to any bargaining unit member who chooses Plan B of the District’s medical plans. For anyone who chooses this option, a payout of \$125 will be made each month. The payment may be made into a tax-deferred account or paid directly to the member; however, per IRS regulations, FICA taxes must be paid if the latter option is selected. Those taxes will be the responsibility of the bargaining unit member.
- C. Teachers working less than a 60% load shall be provided MESSA-PAK Plan B benefits. Teachers working a 60% load or more shall be eligible for MESSA-PAK Plan A or Choices II benefits.

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- D. In the event a bargaining unit member does not complete the full school calendar, the insurance shall be continued, until the member has received the pro-rata portion or the 12 month insurance year earned at the time of the termination or resignation. The medical plan year shall be July 1 to June 30 of each year.
- E. If the teacher is on approved leave, he will have the option of continuing in the group by paying the total premiums for the length of his leave in accordance with the provisions of the health and accident policy guidelines.
- F. Teachers may continue to elect American Family Cancer Group insurance at his/her own cost through payroll deduction.
- G. The Association may elect as a group to enroll in the MESSA riders for preventative care and hearing aids. If the Association chooses to opt for these riders, the premiums for the insurance shall be payroll deducted as a pretax deduction pursuant to the Section 125 Plan.
- H. The employer will pay the required maximum insurance caps, set up by State of Michigan Law, for each school year from July 1 to June 30 of each school year covered by this agreement. This includes full family, double, and single insurance cap maximums.
- I. The teacher will be responsible for any insurance costs above the cap amounts. The teacher shall have these costs deducted through their USA payroll checks.
- J. The employer will fully-fund the complete cost for the Vision and Dental plans, required by state law.
- K. Teachers who have applied for optional Short Term Disability Insurance Plan, (STD Insurance), may apply for those benefits as permitted by the policy. Teachers receiving STD Insurance will use their Personal Business/Accumulated Sick days to meet the required "Waiting Period" of their policy.

Once the teacher has fulfilled the "Waiting Period" required days, the teacher may elect to have their Personal/Sick Days, (provided by the USA School District), frozen until they return from Short Term or Long Term Disability.

**ARTICLE VI - TEACHING HOURS**

- A. Teachers will be expected to be at school at 7:45 a.m. and will be expected to stay at school until ten (10) minutes after classes end.
- B. All teachers shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes as assigned by the principal. The remainder of the noon period the teacher shall be available for supervision in the hall and in his classroom.



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- C. The normal high school/middle school day shall include a scheduled preparation period of equal time to a standard class. Under trimester scheduling, this will be seventy (70) minutes for preparation and team/building/department work. Departure from this norm may be made by arrangement between the teacher affected and administrative personnel with notification to the Association. This applies to full-time teachers.
- D. Teachers shall be available for faculty meetings as assigned by the Administration. Faculty meetings will be established as part of the yearly calendar.
- E. Elementary teachers will be provided with at least two hundred and fifty (250) minutes of preparation time per week. During this preparation time teachers will not have students assigned to them. This applies to full time teachers during a normal work week. This preparation time will be given after the start of the instructional day.
- F. No departure from these norms, except in case of emergency, shall be made without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance procedure hereinafter set forth.
- G. Teachers may not leave their assigned building during their release periods without the consent of the building principal.
- H. Classes will be scheduled from 7:55 am to 3:05 pm and the calendar will reflect a 180 day student contact standard.

**ARTICLE VII - TEACHING LOADS AND CONDITIONS**

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

- A. Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree class size should be lowered wherever possible and suggest the following maximum with the understanding, however, that these are suggested standards only, and that final decision as to class size must rest with the Board and the Administration. Every effort shall be made to place mainstreamed students in classes with the lowest class sizes in the building where the student's special education class is located.

- |     |                          |                 |
|-----|--------------------------|-----------------|
| (1) | Kindergarten             | 22 pupils       |
| (2) | Elementary School Grades | 25 pupils       |
| (3) | Special Education        | State Standards |

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The maximum class size per teacher in the secondary schools are suggested as follows:

English	)	
Social Studies	)	
Mathematics	)	
Science	)	25 pupils
Language	)	
Business	)	

General English, General Math (H.S. level)	20 pupils
Industrial Arts	20 pupils
Drafting	20 pupils
Vocational Shop	20 pupils
Music	35 pupils
Art	25 pupils
Health Education	40 pupils

- B. The Board shall provide two (2) aides for playground supervision at the Elementary School. On inclement days, these aides will assist indoors for a similar period of time.
- C. The Board shall make available in each new and remodeled school adequate lunch, restroom, and lavatory facilities exclusively for teacher use and at least one room appropriately furnished, which shall be reserved for use as a faculty lounge.
- D. Telephone facilities for local calls shall be made available to teachers for their reasonable use at the expense of the Board.
- E. Adequate parking facilities shall be made available to teachers for their exclusive use when possible.
- F. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color disability or national origin and to seek to achieve full equality of educational opportunity to all pupils.
- G. Duly authorized representatives of the Association shall be permitted to transact official Association business on school property upon notice to the Building Principal or Superintendent. Association business shall not be transacted during student contact time.
- H. The Board recognizes teaching as a professional occupation. In keeping with the obligations of a profession, the teaching staff is expected to participate in certain activities which will promote student achievement, and mutual respect between parents, students and the teaching staff. These activities include things that involve parents, students, teachers, administrators, and board members such as honors banquets, open houses, etc.

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**ARTICLE VIII – EXTRA DUTIES**

- A. Vacancies in Extra Duty Positions shall be posted for a minimum of ten (10) calendar days. The Secretary and the President of the Association shall receive a copy of the posting and the district will send a district wide e-mail to all teachers.

**ARTICLE IX - LEAVE PAY**

- A. All full-time teachers will be credited with thirteen (13) personal business days per school year upon completion of the first scheduled workday. In addition to the thirteen available in that year, unused days may be accumulated in sick bank. Teachers who leave the district prior to working fifteen (15) student contact days will not receive compensation for the thirteen (13) personal business days for that school year.
- B. A teacher may use these days for illness/doctor appointments/vacations, etc. If a teacher wishes to use three or more days, consecutively, they need to get prior approval from their building administrator. No more than two days may be used, before or after a designated holiday or vacation without permission from the building principal.

The designated holidays/vacations shall be:

Labor Day, Thanksgiving Vacation, Christmas Vacation, President's Day, Spring Break, Good Friday, Easter Weekend, Memorial Day, Summer Vacation and any Federal holiday on which there is no school

Teachers who have accumulated seventy-six (76) personal business days will receive a pay-off of 0.081% of their contractual salary per day for the unused days beyond the seventy-six (76) days.

For the purposes of calculating personal day reimbursement, a teacher's professional day will begin at the start of the first class and end at the conclusion of the last class and will exclude their duty-free lunch.

- C. In cases where a teacher has exhausted his/her personal business leave, and has not yet recovered from illness, the Association and the Board may agree to allow members of the Association to donate up to three (3) days from the member's personal accumulation. This provision may also be used for illness in the immediate family.

A teacher in need of additional days must submit a request to his/her building representative. The building representative will notify the USEA Vice President of the request. The Vice President will schedule a meeting with a committee consisting of the USEA Vice President, a building representative from the building of the teacher who made the request, the Superintendent, and the Principal from the building of the teacher who made the request.

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In order for the request to be approved, the Vice President of the Association and the Superintendent must be in agreement to grant the request and set the number of possible days. Once the number of possible days is set, the USEA Vice President will notify the teacher and ask for donations of days from staff members. If enough staff members donate the days, the days will be granted to the teacher. All members of the committee will be notified as well as the payroll coordinator.

A maximum of ten (10) days may be granted under this provision. The committee may make exceptions in extreme cases.

The intent of this provision is not to serve as a substitute for short or long term disability policies.

Teacher days donated will not be counted against the teacher as days used when pay for days over 76 is calculated. Contract language: Article IX – Leave Pay B (last party) Teachers who have accumulated 76 personal business days will receive a pay-off of 0.081% per day for the unused days beyond the 76 days.

Note: The teacher's name and situation will be kept confidential. Only the committee members, the teacher's principal, the payroll coordinator, and board members will know the teacher's name and situation.

- D. A teacher retiring from the Unionville -Sebewaing Area School District will receive a one-time payout of 50% of the daily rate for a substitute teacher for all remaining personal business leave days if the District receives notification prior to January 31<sup>st</sup>. A teacher informing the District of retirement after January 31<sup>st</sup> will receive 35% of the daily rate for a substitute teacher. The payoff will occur at the end of the contract.

**ARTICLE X - LEAVES OF ABSENCE**

- A. Any teacher whose personal illness extends beyond the period compensated under Article IX will be granted a leave of absence without pay for such time as is necessary to recover from such illness or a total of twelve (12) months from the commencement of the sick leave, whichever comes first.
- B. Leaves of absence with pay chargeable against the teacher's personal business leave allowance shall be granted for the following reasons:
  - 1. A maximum of five (5) days for a critical illness in the immediate family. Definitions of immediate family is mother, father, step- mother, step-father, sister, brother, wife, husband, sister-in-law, brother-in-law, son or daughter, grandparents, stepchildren, parents- in-law and any dependent person who resides in the teacher's home.
  - 2. One (1) day when emergency illness in family requires a teacher to make

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arrangements for necessary medical or nursing care.

3. One (1) day for attendance at the school graduation of son, daughter, husband or wife.
  4. Time necessary for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance, providing approval is given by Administration.
  5. Any teacher who has elected to purchase Short Term Disability Insurance, will use the number of personal business/accumulated sick days needed to reach their STD Insurance and may choose to save/bank the remainder of their personal days.
- C. Leaves of absence with pay not chargeable against the teacher's sick leave allowance shall be granted for the following reasons:
1. Absence when a teacher is called for jury service except the Board is obligated only for the difference between jury pay and regular school salary. The teacher will receive his/her regular paycheck and reimburse the District the amount received for jury duty not including reimbursement for meals or mileage.
  2. Court appearance as a witness when called by the Board of Education. Also, any case connected with the teacher's employment where the teacher was acting as an agent of the Board, within the rules and regulations of the Board and State.
  3. Time necessary to take the Selective Service physical examination.
  4. Teachers may be granted a leave of absence with pay for visitation at other schools, or attending meetings, conferences or conventions of an educational nature, when approved by the Administration. The number of teachers allowed to leave at any one time will be within the discretion of the Administration.
- D. A maximum of five (5) days for a death in the immediate family. Definitions of immediate family is mother, father, step-mother, step-father, sister, brother, wife, husband, sister-in-law, brother-in-law, son or daughter, grandparents, stepchildren, parents-in-law and any dependent person who resides in the teacher's home.
- The first four (4) days for a funeral will not be deducted from the teacher's personal business days. Such days do not need to be used consecutively.
- E. It is understood that sickness or disability related to pregnancy shall be treated as any other illness or disability as provided in Sections A and B above.
- F. A leave of absence without pay for up to one (1) year, including maternity leave time if any, may be granted to any teacher for the purpose of child care. Said leave shall commence on request of the teacher and approval of the Board. It is further provided that:
1. A teacher adopting a child may receive similar leave which shall begin the day the

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court signs over legal custody of the child.

2. The teacher shall be entitled to return from such leave to his same or similar position if one is available.
- G. Association Business Days - At the beginning of each school year, the Association shall be credited with six (6) days to be used at the discretion of the Association. The Association agrees to pay the Board the current substitute rate for all days used under this provision. The Association agrees to notify the Administration no less than 48 hours of the date for intended use of said leave and no more than two (2) teachers shall be released on any one day under the provisions of this paragraph.
- H. Teachers who are officers of the Association or appointed to its staff may, if approved by the Board, be given a leave of absence without pay for not less than one (1) semester nor more than one (1) year for the purpose of performing duties for the Association.
- I. Military leaves of absence shall be granted without pay to any teacher who shall be inducted, or upon notice of impending inductions, shall enlist for military duty in any branch of the Armed Forces of the United States for the period of induction or first period of enlistment. Military leaves of absence shall be granted to any member of the organized Reserve who is called to active duty. Increment credit shall be provided for such leaves.
- J. The Board shall grant a leave of absence without pay to any teacher to campaign for, or serve in, a public office.
- K. After seven (7) years of service, a teacher may, with prior approval of the Board of Education, be granted a leave of absence for one (1) year without pay for professional betterment and given credit on the salary schedule for said year and be restored to the same or equal position.
- L. Teachers on extended leave of more than one semester shall be required to give a minimum of sixty (60) days notice of intent to return from such leave.
- M. Leaves shall be granted consistent with FMLA and Board Policy. After sixty (60) days of employment, the Board will extend FMLA rights to all teachers covered by this contract regardless of the number of hours worked.

**ARTICLE XI - PERSONNEL FILE**

- A. Each teacher shall have the right, upon request, to review the contents of his personnel file including the teacher evaluation form. A representative of the Association may be requested to accompany the teacher in such review at the option of the teacher. Recommendations by college instructors and materials defined as confidential shall be removed before showing to the teacher.
- B. A bargaining unit member who disagrees with an evaluation or recommendation may submit a written answer which shall be attached to the file copy of the evaluation in

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question within ten (10) working days and/or make an appeal to the Superintendent.

**ARTICLE XII - PROTECTION OF TEACHERS**

- A. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board shall provide legal counsel to advise the teacher of his rights and obligations with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- B. If a teacher is injured while in the line of duty, the District shall pay for the first seven days of leave without deduct from sick leave.
- C. If a teacher is injured while in the line of duty, medical, surgical or hospital care shall be furnished by the Board with Worker's Compensation Insurance coverage and in accordance with Worker's Compensation Insurance standards, and to the extent of said insurance coverage and standards only.
- D. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of gross negligence or gross neglect of duty, for any damage or loss to person or property.
- E. Whenever it appears to the Administration that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, such assistance will be sought.

**ARTICLE XIII - NEGOTIATIONS PROCEDURES**

- A. Matters mutually agreed to be not covered by this contract, but of common concern to the parties, shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.
- B. At least by May 1st, the parties shall begin negotiation for a new Agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board.
- C. In any negotiations described in this Article, neither party shall have the control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and the membership of the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals and to make concessions in the course of negotiations or bargaining, subject to such ultimate ratification.

**ARTICLE XIV - GRIEVANCE PROCEDURE**

- A. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided.

If a teacher files an appeal with the Michigan Tenure Commission over a matter which is the basis of a grievance, then all grievances which are pending or may be filed over the matter shall be waived, and no further recourse to this grievance procedure may be had over the matter.

No grievance can be filed based upon evaluations, layoff/recall, discipline/discharge, assignment and placement, merit pay or prohibited subjects of bargaining.

- B. In the event that a teacher believes there is a basis for a grievance, he shall first discuss the alleged grievance with his building principal either personally or accompanied by his Association representative. In the event that the basis of the grievance is actions or conditions caused by someone other than the Principal, or the conditions impact more than one building, this discussion shall take place with the Superintendent.
- C. If, as a result of the informal discussion with the building principal, a grievance still exists, he may invoke the formal grievance procedure through the Association on the Grievance Report Form, signed by the grievant, which form shall be available from the Association representative in each building. A copy of the grievance form shall be delivered to the principal within fifteen (15) school days of the alleged occurrence of the grievance. If the grievance involves more than one school building, or the initial discussion of the grievance took place with the Superintendent, it should be filed with the Superintendent or representative designated by him.
- D. Within five (5) school days of receipt of the written grievance, the principal shall meet with the grievant and/or a representative of the Association in an effort to resolve the grievance. The principal shall indicate his disposition of the grievance in writing within five (5) school days of such meeting, and shall furnish copy thereof to the grievant and a representative of the Association.
- E. If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) school days of such meeting, the grievance shall be transmitted to the Superintendent. Within five (5) school days the Superintendent or his designee shall meet with the grievant and/or a representative of the Association on the grievance and shall indicate his disposition of the grievance, in writing, within five (5) school days of such meeting and shall furnish a copy thereof to the grievant, to the representative of the Association, to the building principal where the grievance originated, and a copy placed in the permanent file in his office.



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Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

- F. If the Association is not satisfied with the disposition of the grievance by the Superintendent or his designee, or if no disposition has been made within five (5) school days, the grievance shall, within ten (10) school days of the date of filing, be transmitted to the Board by filing a written copy thereof with the secretary or other designee of the Board with a copy provided to the Superintendent. The Board or its representative(s) shall meet with the grievant and a representative of the Association on the grievance, within thirty (30) school days of receipt of the appeal. If a grievance is filed less than ten (10) school days prior to the next regular Board meeting it may be scheduled at the following Board meeting. Written disposition of the grievance, shall be made by the Board or its representative(s) within ten (10) school days of the meeting. A copy of such disposition shall be furnished to the grievant, to the representative of the Association, to the building principal where the grievance originated, and a copy placed in the permanent file in his office.
- G. In the event that the grievance procedure should extend beyond the last day of school, "calendar days" shall be substituted for "school days" wherever stated.
- H. If the decision of the Board or its representative(s) is not satisfactory, the Association may within ten (10) school days of receipt of the decision, request the assistance of a State Mediator, assigned by MERC to review the grievance. Representatives of the Association and the Board may attend the mediation session(s). Any recommendations of the mediator shall be presented to the Association and Board representatives.
- I. If the Association is not satisfied with the recommendation by the Mediator, the grievance may be submitted to arbitration before an impartial arbitrator. The Association will make a determination on whether to arbitrate the grievance at the next regularly scheduled meeting of its Bargaining Council after receiving the Mediator's recommendation of the grievance and notify the Board within ten (10) school days of its meeting. Within ten (10) school days of the date the Association notifies the Board of its intent to pursue arbitration, the parties will meet to select an arbitrator. If the parties cannot agree upon an arbitrator, he shall be selected by the American Arbitration Association, in accordance with its rules, which will likewise govern the hearing.

The Board and Association shall not be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The Arbitrator shall have no power to alter, add to or subtract from the terms of this Agreement. (Past practice may be used as evidence, but may not be the sole basis of or the justification for the Arbitrator's decision.) Both parties agree to be bound by the award of the Arbitrator. The fees and expenses of the Arbitrator shall be shared equally by both the Board and the Association.

- J. Should a teacher and/or the Association fail to institute or appeal a decision within the time limits specified, all further proceedings on a previously instituted grievance shall be barred. Likewise, the same provisions shall apply to a teacher leaving the employ of the Board unless monetary matters are involved.

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

- K. The Association shall have no right to initiate the grievance involving the right of a teacher without his express approval in writing thereon. Grievances involving two or more persons may be signed by one of the grievants represented.

**ARTICLE XV - NO STRIKE**

The Board agrees that so long as this Agreement is in effect there shall be no lockouts. The Association agrees that so long as this Agreement is in effect there shall be no strikes, withholding of services or other illegal acts that interfere with the operations of the Board.

Any violation of this Article may be made the subject of disciplinary action, including discharge.

**ARTICLE XVI - SENIORITY**

- A. Seniority shall be defined as the total continuous length of time an individual is employed within the district as a certified teacher in the bargaining unit. Teachers employed less than three (3) hours per day shall accrue seniority at the rate of one half year of seniority for each year in the bargaining unit. If two or more teachers have equivalent seniority, the teacher with the greatest number of years of teaching experience outside the district shall be given priority. Previous service in the Unionville-Sebewaing Area Schools which is not continuous will be treated as out-of-district service. If two or more teachers have equivalent teaching experience outside the district, the number of graduate hours earned beyond a Bachelor's Degree shall be used, and the teacher with the least number of hours shall be placed lower on the seniority list. If the number of hours is the same, then the decision will be the responsibility of the Board and will be based on teacher evaluation and recommendations of the Administration.

Seniority shall begin at the commencement of services.

It is the responsibility of the teachers to keep the Board informed of any changes in address and/or telephone number, a current transcript of college credits, current copy of their teaching certificates, and current copy of their degrees on file in the Superintendent's office.

- B. Teacher's seniority while on leave shall remain unbroken, and his accumulated sick leave shall not be cancelled but shall remain credited to him. He shall not accrue sick days or salary increment while laid off. Outside experience credit shall not be used for the purpose of computing seniority. Credit for seniority does not accrue while on leave.
- C. Changes and corrections to certification and qualification must be delivered to the Central Administration Office before February 15th. If a change in certification would allow a tenured teacher to hold a position that a probationary teacher holds, then the tenured teacher shall have until August 1st to deliver proof of the additional certification.

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**ARTICLE XVII – MISCELLANEOUS PROVISIONS**

- A. The Board agrees at all times to try to maintain an adequate list of substitute teachers. Teachers shall be informed of a telephone number they may call, at least one (1) hour before school begins, to report unavailability for work. Once a teacher has reported unavailability, it shall be the responsibility of the Administration to arrange for a substitute teacher. Failure without just cause, to report unavailability for work by the time stated above, will result in the loss of that day's pay. The use of regular teachers as substitute teachers shall be avoided whenever possible. In the event regular teachers covered by this Agreement are used as substitutes on an emergency and voluntary basis, said teacher shall be compensated at a rate of 0.063% per hour.
- B. This Agreement shall supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- 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. Copies of this Agreement shall be duplicated at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board. The Association shall be furnished ten (10) additional copies for its use.
- E. Teachers participating in School Improvement activities which occur outside of the normal work day shall be allowed compensatory time, documented and signed by the building principal and/or may elect to be paid pursuant to Schedule B. Teachers must elect whether they wish to be paid or use compensatory time, or a combination of pay and compensatory time at the beginning of the school year. Use of said compensatory time shall be scheduled with the approval of the building principal provided substitutes are available to fill in for the absent teacher.

School Improvement compensatory time will be decided by each building School Improvement Team since activities in this area vary from building to building.

A maximum of thirty six (36) days will be allotted for entire school district. Each building will be allotted a maximum of twelve (12) days.

School Improvement to be reviewed by Committee at the end of each school year for developing next year's method.

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**ARTICLE XVIII - ACT OF GOD DAYS**

- A. The provisions set forth below shall be effective upon the execution of a new collective bargaining Agreement.
1. In the event the Michigan Department of Education or the Michigan State Legislature lawfully adopts rules, regulations or laws which require the make-up of some or all Act of God Days, the parties agree that teachers will receive their regular pay for days which are cancelled, but shall work on the required rescheduled days with no additional compensation. Provided, however, the following procedures shall apply:
    - a. The parties agree to meet in an effort to mutually agree on when any make up days would occur. In the event they are unable to agree, the days will be added on to the end of the calendar set forth in Schedule C.
    - b. Should a day be rescheduled and 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 their daily rate.
    - 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 school to upgrade his or her skills, the teacher may:
      1. Use his or her personal business days or sick leave.
      2. Apply for unpaid leave time.
    - d. Should the provisions of State law or the Department of Education rules and regulations be rescinded or modified, then the above provisions shall be considered null and void, and the provisions and practices in existence prior to this agreement will be reinstated to the extent permitted by the rescission or modification.
  2. The Board and Association shall periodically review changes in regulations, applicable laws and court rulings as pertains to the implementation of Act of God Days.

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**ARTICLE XIX - MENTORS**

- A. A probationary teacher, for his/her first three (3) years in the District, shall be assigned a mentor teacher by the Administration with notification to the Association President.
1. The mentor teacher shall be a teacher.
  2. General criteria in selection are recommended to include:
    - a. Minimum of five (5) years teaching.
    - b. Same background in major area of instruction (i.e. - lower elementary to lower elementary, grade level to grade level, department to department, etc.)
    - c. Classroom teachers will be matched to classroom teacher.

Mentors relationship will be collaborative.

- B. Participation as a mentor teacher shall be voluntary. Appointment shall be for three (3) years unless either party requests a change, or their building principal decides it's in the best interests of the parties.
- C. Mentors shall be paid One Hundred (\$100.00) Dollars for each year of mentoring up to a maximum of four (4) years with any one (1) probationary teacher.

**ARTICLE XX – EMERGENCY FINANCIAL MANAGER**

- A. 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 in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**ARTICLE XXI - DURATION OF AGREEMENT**

This Agreement shall become effective when it is ratified and signed by the parties. This contract shall expire on June 30, 2021. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

FOR THE BOARD

FOR THE ASSOCIATION

Loe [Signature] Kemp  
[Signature] SPT.  
\_\_\_\_\_

[Signature]  
[Signature]  
[Signature]  
\_\_\_\_\_

Date: Dec 19, 2018

Date: Dec 19, 2018

Agreement between  
 Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

**SCHEDULE A: SALARY SCHEDULES**

**UNIONVILLE-SEBEWAING AREA SCHOOLS  
 SALARY SCHEDULE A  
 2018-2019**

Step	BA	BA+20	MA	MA+20	MA+30
1.00	37,240	38,693	40,822	41,654	42,627
1.50	38,159	39,648	41,830	42,683	43,680
2.00	39,077	40,602	42,838	43,712	44,733
2.50	40,042	41,605	43,897	44,792	45,839
3.00	41,006	42,607	44,955	45,873	46,945
3.50	42,019	43,660	46,066	47,007	48,106
4.00	43,032	44,713	47,178	48,141	49,267
4.50	44,096	45,818	48,345	49,332	50,487
5.00	45,158	46,923	49,512	50,523	51,706
5.50	46,275	48,084	50,737	51,774	52,986
6.00	47,391	49,245	51,962	53,025	54,266
6.50	48,563	50,463	53,249	54,338	55,610
7.00	49,736	51,682	54,535	55,651	56,954
7.50	50,966	52,961	55,886	57,030	58,366
8.00	52,197	54,241	57,237	58,408	59,777
8.50	53,490	55,584	58,658	59,856	61,259
9.00	54,782	56,928	60,074	61,304	62,741
9.50	56,139	58,339	61,563	62,824	64,297
10.00	58,723	61,044	64,448	65,778	67,333

***2018-2019: 1 Step, 0.00% to the Base, and 10+ 1.90%***

**A \$250 bonus will be paid to all USEA bargaining unit members within the first 30 days of the ratification of the 2018-2021 Collective Bargaining Agreement.**

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**UNIONVILLE-SEBEWAING AREA SCHOOLS  
SALARY SCHEDULE A  
2019-2020**

<b>Step</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+20</b>	<b>MA+30</b>
<b>1.00</b>	37,427	38,886	41,026	41,863	42,840
<b>1.50</b>	38,350	39,846	42,039	42,897	43,899
<b>2.00</b>	39,273	40,805	43,052	43,931	44,957
<b>2.50</b>	40,242	41,813	44,116	45,016	46,068
<b>3.00</b>	41,211	42,820	45,180	46,102	47,180
<b>3.50</b>	42,229	43,878	46,297	47,242	48,347
<b>4.00</b>	43,247	44,936	47,414	48,382	49,514
<b>4.50</b>	44,316	46,047	48,587	49,579	50,739
<b>5.00</b>	45,384	47,158	49,759	50,776	51,964
<b>5.50</b>	46,506	48,324	50,991	52,033	53,251
<b>6.00</b>	47,628	49,491	52,222	53,290	54,537
<b>6.50</b>	48,806	50,716	53,515	54,609	55,888
<b>7.00</b>	49,984	51,940	54,808	55,929	57,239
<b>7.50</b>	51,221	53,226	56,166	57,315	58,657
<b>8.00</b>	52,458	54,512	57,523	58,700	60,076
<b>8.50</b>	53,757	55,862	58,951	60,155	61,565
<b>9.00</b>	55,056	57,213	60,374	61,610	63,055
<b>9.50</b>	56,420	58,631	61,871	63,138	64,618
<b>10.00</b>	58,723	61,044	64,448	65,778	67,333

***2019-2020: 1 Step, 0.50% to the Base, and 10+ 1.25%***



Agreement between  
 Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

**UNIONVILLE-SEBEWAING AREA SCHOOLS  
 SALARY SCHEDULE A  
 2020-2021**

Step	BA	BA+20	MA	MA+20	MA+30
1.00	37,614	39,081	41,231	42,072	43,054
1.50	38,541	40,045	42,249	43,111	44,118
2.00	39,469	41,009	43,268	44,150	45,182
2.50	40,443	42,022	44,337	45,241	46,299
3.00	41,417	43,035	45,406	46,333	47,416
3.50	42,440	44,098	46,528	47,478	48,588
4.00	43,463	45,161	47,651	48,624	49,761
4.50	44,538	46,277	48,829	49,827	50,993
5.00	45,611	47,394	50,008	51,030	52,224
5.50	46,738	48,566	51,246	52,293	53,517
6.00	47,866	49,738	52,483	53,556	54,810
6.50	49,050	50,969	53,783	54,882	56,168
7.00	50,234	52,200	55,082	56,209	57,525
7.50	51,477	53,492	56,447	57,601	58,951
8.00	52,721	54,785	57,811	58,994	60,376
8.50	54,026	56,142	59,246	60,456	61,873
9.00	55,331	57,499	60,676	61,918	63,370
9.50	56,702	58,924	62,180	63,454	64,942
10.00	58,723	61,044	64,448	65,778	67,333

**2020-2021: 1/2 Step, 0.50% to the Base, and 10+ 1.50%**

***\*Additional 1/2 Step will be awarded based upon trigger language***

**\*Step schedule for 2020-2021 is a guaranteed minimum. The half step in 2020-2021 will be increased to a full step if the following trigger language is met:**

- 1. If there is an increase in state funding for the 2020-2021, proceed to number two.**
- 2. If the 06/30/2020 audit (available November 2020) shows a fund balance over 17.95% the half step automatically becomes a full step. If the fund balance is between 10.04% and 17.95%, proceed to number 3.**
- 3. In November of 2020, once the audit is complete (DS4120), if enrollment decline from Fall of 2017 to November of 2020 is less than a cumulative 4.5%, then the step salary increases to a full step and teachers on steps will receive retroactive pay added to the remaining payroll payments for the remaining 2020-2021 contract year.**

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**Longevity: All teachers shall receive additional salary as a longevity payment beginning with their twenty-sixth (26<sup>th</sup>) year of teaching in the amount of \$700.**

**Merit Pay: Teachers will receive Merit Pay based on evaluation scores. Highly Effective will receive a \$300 lump sum stipend and Effective will receive a \$150 lump sum stipend.**

**SCHEDULE B: EXTRA DUTIES**

	18-19 BASE	19-20 BASE	20-21 BASE
<b>BA Base</b>	<b>\$ 37,240.00</b>	<b>\$ 37,427.00</b>	<b>\$ 37,614.00</b>

DUTY	ADDITIONAL PAY	ADDITIONAL PAY	ADDITIONAL PAY	%
Athletic Director	\$ 6,331	\$ 6,363	\$ 6,394	17.00%
Girls' Basketball Head Coach	\$ 4,469	\$ 4,491	\$ 4,514	12.00%
Girls' Volleyball Head Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Girls' Middle School Volleyball Coach	\$ 1,397	\$ 1,404	\$ 1,411	3.75%
Girls' Softball Head Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Girls' Track Head Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Boys' Football Head Coach	\$ 4,469	\$ 4,491	\$ 4,514	12.00%
Boys' Basketball Head Coach	\$ 4,469	\$ 4,491	\$ 4,514	12.00%
Boys' Baseball Head Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Boys' Track Head Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Cross-Country Coach	\$ 3,352	\$ 3,368	\$ 3,385	9.00%
Wrestling Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Varsity Cheerleading Advisor	\$ 1,303	\$ 1,310	\$ 1,316	3.50%
JV Cheerleading Advisor	\$ 1,303	\$ 1,310	\$ 1,316	3.50%
Junior High Cheerleading Advisor	\$ 931	\$ 936	\$ 940	2.50%
Assistant Coach - High School Sports	\$ 3,165	\$ 3,181	\$ 3,197	8.50%
Junior High Coaches (1 coach)	\$ 2,793	\$ 2,807	\$ 2,821	7.50%
Junior High Coaches (2 coaches)	\$ 1,676	\$ 1,684	\$ 1,693	4.50%
Soccer Coach	\$ 4,096	\$ 4,117	\$ 4,138	11.00%
Summer Band	\$ 4,841	\$ 4,866	\$ 4,890	13.00%
Saturday Band	\$ 1,862	\$ 1,871	\$ 1,881	5.00%
Choir	\$ 1,862	\$ 1,871	\$ 1,881	5.00%
High School Plays	\$ 2,979	\$ 2,994	\$ 3,009	8.00%

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

<b>DUTY</b>	<b>ADDITIONAL PAY</b>	<b>ADDITIONAL PAY</b>	<b>ADDITIONAL PAY</b>	<b>%</b>
Senior Class Sponsor	\$ 1,676	\$ 1,684	\$ 1,693	4.50%
Junior Class Sponsor	\$ 1,676	\$ 1,684	\$ 1,693	4.50%
Sophomore Class Sponsor	\$ 838	\$ 842	\$ 846	2.25%
Freshman Class Sponsor	\$ 838	\$ 842	\$ 846	2.25%
8th Grade Sponsor	\$ 559	\$ 561	\$ 564	1.50%
7th Grade Sponsor	\$ 559	\$ 561	\$ 564	1.50%
6th Grade Sponsor	\$ 559	\$ 561	\$ 564	1.50%
5th Grade Sponsor	\$ 559	\$ 561	\$ 564	1.50%
Senior High Yearbook Advisor	\$ 2,048	\$ 2,058	\$ 2,069	5.50%
School Paper Advisor (8 Issues)	\$ 931	\$ 936	\$ 940	2.50%
Junior High Yearbook Advisor	\$ 931	\$ 936	\$ 940	2.50%
FCCLA Advisor	\$ 1,490	\$ 1,497	\$ 1,505	4.00%
Pep Club	\$ 372	\$ 374	\$ 376	1.00%
Student Council Advisor (Elem/MS)	\$ 1,117	\$ 1,123	\$ 1,128	3.00%
Student Council Advisor (HS)	\$ 1,303	\$ 1,310	\$ 1,316	3.50%
Foreign Language Advisor	\$ 372	\$ 374	\$ 376	1.00%
National Honor Society Advisor	\$ 1,117	\$ 1,123	\$ 1,128	3.00%
People Helping People	\$ 1,117	\$ 1,123	\$ 1,128	3.00%
Elementary Assembly Music	TBD	TBD	TBD	
SADD	\$ 372	\$ 374	\$ 376	1.00%
Tuscola County Quiz Bowl Coordinator	\$ 745	\$ 749	\$ 752	2.00%
Huron County Quiz Bowl Coordinator	\$ 186	\$ 187	\$ 188	0.50%
Academic Track Coordinator	\$ 745	\$ 749	\$ 752	2.00%
Academic Track Advisor - MS (per 2 Academic Events for a total of 16 Academic Events or 1 Performing Event for a total of 11 Perform Events	\$ 186	\$ 187	\$ 188	0.50%
Academic Games Advisor - HS (per Event for 5 Events)	\$ 372	\$ 374	\$ 376	1.00%
Summer Agriculture/FFA	\$ 5,586	\$ 5,614	\$ 5,642	15.00%
Driver Education (Per Hour Rate)	\$ 28.03	\$ 28.17	\$ 28.31	0.08%
Lunch Hour Duty Daily Rate per 1/2 Hours	\$ 14.02	\$ 14.09	\$ 14.16	0.04%
Home Bound Teacher	\$ 28.03	\$ 28.17	\$ 28.31	0.08%
Mileage @ current IRS Rate	\$ 0.545	Unknown	Unknown	Current IRS Rate/Per Mile

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

DUTY	ADDITIONAL PAY	ADDITIONAL PAY	ADDITIONAL PAY	%
Special Olympics	\$ 559	\$ 561	\$ 564	1.50%
School Improvement Activities (Such as NCA)	\$ 931	\$ 936	\$ 940	2.50%
Extended Day	Individual Rate	Individual Rate	Individual Rate	Per Diem
Counselor Extended Work Year 25 Days	Individual Rate	Individual Rate	Individual Rate	Per Diem
Extended Work Year	Individual Rate	Individual Rate	Individual Rate	Per Diem

Schedule B stipends shall be paid as follows:

Athletic Assignment: Paid at the conclusion of the sport in one lump sum.

Other Schedule B Assignments: Paid in two lump sums, one half at the conclusion of each semester. These payments shall be added to an employee's regular paycheck.

F.F.A. & FCCLA.: Spread over the sponsor's contract.

Taxes on Schedule B payments shall be at the IRS nominal rate.

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**SCHEDULE C: SCHOOL CALENDAR**

**2018-2019 CALENDAR** 

<http://www.vertex42.com/calendars/perpetual-calendar.html>

Year	Month	Start Day	Calendar Title
2018	8	1 1:Sun, 2:Mon	UNIONVILLE-SEBEWAING AREA SCHOOL DISTRICT CALENDAR

*Note: The monthly calendars only show the first 2 holidays/events per day from the list below. You will need to add other events manually.*

**UNIONVILLE-SEBEWAING AREA SCHOOL DISTRICT CALENDAR**

**2018-2019**

August 2018						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September 2018						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2018						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2018						
Su	M	Tu	W	Th	F	Sa
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December 2018						
Su	M	Tu	W	Th	F	Sa
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April 2019						
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June 2019						
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July 2019						
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Date	Event or Holiday
	Floating work day AUG 20,21 or AUG 24
Aug 21	Patriot Prepared grades 6-12 4pm-8pm
Aug 22	Professional Development
Aug 23	Professional Development
Aug 28	Start of 1st trimester (58 days)
	Labor day weekend August 31 & September 3
Sep 13	Early Release 1:00pm (School Improvement meetings)
Oct 11	Early Release 1:00pm (School Improvement meetings)
Oct 25	PT conference 4:00pm-7:00pm
Oct 26	Professional Development- No school for students
Nov 08	Early Release 1:00pm (School Improvement meetings)
	Thanksgiving Break November 21-23
Nov 20	1/2 Day Students 1/2 Day Teacher Workday
Nov 26	Start of 2nd Trimester ( 61 days)
Dec 13	Early Release 1:00pm (School Improvement meetings)
	Christmas Break Dec. 24- Jan. 2
Jan 03	School resumes
Jan 10	Early Release 1:00pm (School Improvement meetings)
Feb 07	Early Release 1:00pm (School Improvement meetings)
Feb 14	PT conference 4pm-6:00pm
Feb 15	1/2 Day
Feb 18	No School Presidents Day
Mar 01	1/2 Day Students 1/2 Day Teacher Workday
Mar 04	Start of 3rd Trimester ( 61 days)
Mar 14	Early Release 1:00pm (School Improvement meetings)
Mar 22	Professional Development- No school for students
	Spring Break March 25-29
Apr 01	School resumes
	Easter Break April 19 & 22
May 27	Memorial Day
Jun 02	Graduation
Jun 07	1/2 day Students 1/2 day Teacher work day
	Floating work day June 10-14
	Days cancelled in excess of the number allowed by the state will be added to the end of the school calendar.
	180 Days - Students
	186 Days - Teachers

[Perpetual Calendar Template](#)

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**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

# 2019-2020 CALENDAR

<http://www.vertex42.com/calendars/perpetual-calendar.html>

<b>Year</b>	<b>Month</b>	<b>Start Day</b>	<b>Calendar Title</b>
2019	8	1 1:Sun, 2:Mon	UNIONVILLE SEBEWAING AREA SCHOOL DISTRICT CALENDAR 2019-2020

*Note: The monthly calendars only show the first 2 holidays/events per day from the list below. You will need to add other events manually.*

**UNIONVILLE-SEBEWAING AREA SCHOOL DISTRICT CALENDAR**

## 2019-2020

Board approved: Dec. 13, 2018

<b>August 2019</b>	<b>September 2019</b>	<b>October 2019</b>
<b>November 2019</b>	<b>December 2019</b>	<b>January 2020</b>
<b>February 2020</b>	<b>March 2020</b>	<b>April 2020</b>
<b>May 2020</b>	<b>June 2020</b>	<b>July 2020</b>

[Perpetual Calendar Template](#)

© 2014 Vertex42.com

Date	Event or Holiday
	Floating work day AUG 19, 20 or AUG 23
Aug 20	Patriot Prepare Day grades 6-12 4pm-8pm
Aug 21	Professional Development
Aug 22	Professional Development
Aug 27	Start of 1st trimester ( 61days)
	Labor day weekend August 30 & September 2
Sep 12	Early Release 1:00pm (School Improvement meetings)
Oct 10	Early Release 1:00pm (School Improvement meetings)
Oct 24	PT conferenece 4:00pm-7:00pm
Oct 25	Professional Development- No school for students
Nov 14	Early Release 1:00pm (School Improvement meetings)
Nov 25	Start of 2nd Trimester ( 61 days)
	Thanksgiving Break November 27-29
Dec 12	Early Release 1:00pm (School Improvement meetings)
	Christmas Break Dec. 23- Jan. 3
Jan 06	School resumes
Jan 09	Early Release 1:00pm (School Improvement meetings)
Feb 06	Early Release 1:00pm (School Improvement meetings)
Feb 13	PT conferenece 4pm-6:00pm
Feb 14	1/2 Day
Feb 17	No School Presidents Day
Mar 06	1/2 Day Students 1/2 Day Teacher Workday
Mar 09	Start of 3rd Trimester ( 58 days)
Mar 12	Early Release 1:00pm (School Improvement meetings)
Mar 20	Professional Development- No school for students
	Spring Break March 23 - 27
Mar 30	School resumes
	Good Friday April 10
	Memorial Day weekend May 22 & May 25
May 31	Graduation
Jun 09	Last School Day 1/2 day Students 1/2 day Teacher work day
	Floating work day June 10-12
	Days cancelled in excess of the number allowed by the state will be added to the end of the school calendar.
	180 Days - Students
	186 Days - Teachers

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

# 2020-2021 CALENDAR

<https://www.vertex42.com/calendars/perpetual-calendar.html>

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<b>Year</b>	<b>Month</b>	<b>Start Day</b>	<b>Calendar Title</b>
2020	8	1 1:Sun, 2:Mon	UNIONVILLE SEBEWAING AREA SCHOOL DISTRICT CALENDAR

Note: The monthly calendars only show the first 2 holidays/events per day from the list below. You will need to add other events manually.

## UNIONVILLE SEBEWAING AREA SCHOOL DISTRICT CALENDAR

# 2020-2021

Board approved: Dec 13, 2018

August 2020						
Su	M	Tu	W	Th	F	Sa
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December 2020						
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January 2021						
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February 2021						
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March 2021						
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April 2021						
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May 2021						
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June 2021						
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July 2021						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

[Perpetual Calendar Template](#)

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Date	Event or Holiday
	Floating work day AUG 24, 25 or AUG 28
Aug 26	Patriot Prepared grades 6-12 4pm-8pm
Aug 28	Professional Development
Aug 27	Professional Development
Sep 01	Start of 1st trimester (58 days)
	Labor day weekend September 4 & 7
Sep 10	Early Release 1:00pm (School Improvement meetings)
Oct 08	Early Release 1:00pm (School Improvement meetings)
Oct 22	PT conference 4:00pm-7:00pm
Oct 23	Professional Development- No school for students
Nov 12	Early Release 1:00pm (School Improvement meetings)
Nov 17	1/2 Day Students
	Thanksgiving Break November 25-27
Nov 30	Start of 2nd Trimester (61 days)
Dec 10	Early Release 1:00pm (School Improvement meetings)
	Christmas Break Dec. 23- Jan. 3
Jan 04	School resumes
Jan 14	Early Release 1:00pm (School Improvement meetings)
Feb 04	Early Release 1:00pm (School Improvement meetings)
Feb 11	PT conference 4pm-8:00pm
Feb 12	1/2 Day
Feb 15	No School Presidents Day
Mar 05	1/2 Day Students 1/2 Day Teacher Workday
Mar 08	Start of 3rd Trimester ( 61 days)
Mar 11	Early Release 1:00pm (School Improvement meetings)
Mar 26	Professional Development- No school for students
	Spring Break March 29 - April 5
Apr 06	School resumes
May 31	Memorial Day
Jun 06	Graduation
Jun 10	1/2 day Students 1/2 day Teacher work day
	Floating work day June 11-15
	Days cancelled in excess of the number allowed by the state will be added to the end of the school calendar.
	180 Days - Students
	186 Days - Teachers

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**SCHEDULE D: BENEFITS SUMMARY**

**MESSA Choices  
Medical plan highlights**



MESSA Account: Unionville-Sebewaing Area Schools

Effective Date: 1/1/2019

1475 Kendale Blvd. PO Box 2560  
East Lansing, Michigan 48826-2560  
517.332.2581 • 800.292.4910

Employee Group: Teachers, Counselors, Psychologists; Support Staff

**In-network health care benefits for you and your covered dependents**

All services must be medically necessary and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100 percent of the cost or the applicable out-of-network cost share amounts. For complete coverage details, go to [messa.org](http://messa.org) to log in to your member account or call the MESSA Member Service Center at 800.336.0013 or TTY 888.445.5614.

Plan features	In-network
<b>Annual deductible</b> The amount you pay for health care services before your health insurance begins to pay. If one member of the family meets the individual deductible, but the family deductible has not been met, MESSA will pay for covered services for that member only. Covered services for the remaining family members will be paid when the family deductible has been met. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.	\$500 individual/\$1,000 family
<b>Medical copayment</b> A fixed amount you pay for a medical visit.	\$5 Blue Cross online visit, \$5 office visit, \$5 specialist visit, \$10 urgent care, \$25 emergency room
<b>Medical coinsurance</b> A fixed percentage you pay for a medical service.	0%
<b>Prescription drug coverage</b> Subject to prescription copayments and coinsurance.	Saver Rx
<b>Annual out-of-pocket maximums</b> Medical: The most you have to pay for covered services in a calendar year, including deductible, applicable coinsurance and copayments. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximums. Prescription: The most you have to pay for prescription copayments and coinsurance in a calendar year.	Medical: \$1,500 individual/\$3,000 family Prescription: \$1,000 individual/\$2,000 family
Covered service	In-network cost share
<b>Preventive care</b> Certain services such as annual exams, screenings, childhood and adult immunizations and certain preventive medications.	No cost to you
<b>Prenatal and postnatal care</b> Prenatal and postnatal doctor visits.	
<b>Blue Cross online visit</b>	Subject to deductible and Blue Cross online visit copayment
<b>Office visit</b> (e.g. primary care physician, obstetrics and gynecology and pediatric visits)	Subject to deductible and office visit copayment
<b>Specialist visit</b>	Subject to deductible and specialist visit copayment
<b>Urgent care</b> Copayment waived if services are required to treat a medical emergency or accidental injury.	Subject to deductible and urgent care copayment
<b>Hospital emergency room (ER)</b> Copayment waived if admitted or due to an accidental injury.	Subject to deductible and emergency room copayment If copayment is waived, then coinsurance may apply
<b>Allergy testing and therapy</b>	Subject to deductible and coinsurance Specialist visit copayment may apply
<b>Osteopathic manipulations</b> Performed by an Osteopathic physician. Up to 38 visits per calendar year.	Subject to deductible and office visit copayment
<b>Chiropractic services including modalities</b> Up to 38 visits per calendar year.	Subject to deductible and coinsurance Office visit copayment may apply



**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

Covered service	In-network cost share
Acupuncture Must be performed by an M.D. or D.O.	Subject to deductible and coinsurance Office visit copayment may apply
Mental health and substance abuse - outpatient care	
Mental health and substance abuse - inpatient care	Subject to deductible and coinsurance
Inpatient hospital	
Outpatient physical, occupational and speech therapy Up to a combined benefit maximum of 60 visits per individual per calendar year.	
Diagnostic lab and X-ray	
Radiation and chemotherapy	
Autism - applied behavior analysis (ABA) services	
Hearing care Hearing related services performed by an M.D. or D.O.	
Hearing aids There is a maximum benefit, adjusted annually based on the Consumer Price Index (CPI), for a hearing aid for each ear during a 36-month period.	
Ambulance	
Bariatric surgery	
Medical supplies	
Durable medical equipment (DME)	
Prosthetics and orthotics	
Home health care	
Skilled nursing facility Up to a maximum of 120 days per calendar year.	
Human organ transplant Must be performed at an approved facility.	
<b>Home delivery of prescription medications</b>	
MESSA members can save time and money by ordering prescription medications through the Express Scripts mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Express Scripts. For more information, go to <a href="http://messa.org">messa.org</a> to log in to your member account and link to the Express Scripts website. For general questions about your prescription coverage, call MESSA at 800.336.0013 or TTY 888.445.5614. For questions about a prescription order, call Express Scripts at 800.903.8346	
<b>Medical care outside the U.S.</b>	
MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website ( <a href="http://www.bcbsglobalcore.com">www.bcbsglobalcore.com</a> ) to find in-network providers prior to your departure.	
<b>Covered services and approved amounts</b>	
In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.	
Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.	
<i>Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) &amp; 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.</i>	
<b>Life and accidental death &amp; dismemberment insurance</b>	
Life insurance: \$5,000 policy for you.	
Accidental death & dismemberment insurance (AD&D): \$5,000 policy for you.	
AD&D terminates at age 65 or when employment ends, whichever comes later. <i>Life and AD&amp;D insurance underwritten by Life Insurance Company of North America.</i>	

**Agreement between  
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**MESSA ABC Plan 1  
Medical plan highlights**



1475 Kendale Blvd. PO Box 2560  
East Lansing, Michigan 48826-2560  
517.332.2581 • 800.292.4910

MESSA Account: Unionville-Sebewaing Area Schools      Effective Date: 1/1/2019

Employee Group: Teachers, Counselors, Psychologists; Support Staff

**In-network health care benefits for you and your covered dependents**

All services must be medically necessary and performed by a payable provider.

This is a brief summary of in-network benefits. If you obtain medical services from an out-of-network provider without a referral from an in-network provider, you may have to pay 100 percent of the cost or the applicable out-of-network cost share amounts. For complete coverage details, go to [messa.org](http://messa.org) to log in to your member account or call the MESSA Member Service Center at 800.336.0013 or TTY 888.445.5614.

Plan features	In-network
<p><b>Annual deductible</b> The amount you pay for health care services and prescription drug purchases before your health insurance begins to pay. The annual deductible is based on the calendar year, Jan. 1 to Dec. 31.</p>	<p>Single coverage: \$1,350 2-Person &amp; Family coverage: \$2,700</p> <p><i>*Your deductible is subject to change each Jan. 1 according to IRS rules governing HSA-qualified plans.</i></p> <p><i>*When two or more lives are covered under this plan, the entire family deductible must be met before claims are paid for any individual.</i></p>
<p><b>Medical coinsurance</b> A fixed percentage you pay for a medical service.</p>	0%
<p><b>Prescription drug coverage</b> Under federal law governing HSA-qualified plans, prescription drugs are subject to the deductible (other than MESSA's free preventive prescriptions). After deductible is met, applicable prescription copayments and/or coinsurance apply. <i>See Free preventive prescriptions below.</i></p>	ABC Rx
<p><b>Annual out-of-pocket maximums</b> The most you have to pay for covered medical services and prescriptions in a calendar year, including deductible, copayments and coinsurance. Charges above approved amount and charges for services not covered under the plan do not count toward the out-of-pocket maximum.</p>	<p>Single coverage: \$2,350 2-Person &amp; Family coverage: \$4,700</p>
In-network services covered at no cost to you	
<p><b>Free preventive prescriptions</b> MESSA ABC covers an extensive list of FREE preventive prescriptions that have no deductible, copayment or coinsurance, including cholesterol and blood pressure medications, weight loss medications, prenatal vitamins, contraceptives and many more.</p>	
<p><b>Preventive care and prenatal care</b> Certain services such as annual exams, screenings, childhood and adult immunizations, certain preventive medications and prenatal doctor visits.</p>	

**Agreement between  
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In-network services subject to deductible and applicable coinsurance	
Blue Cross online visit	Urgent care
Office visit	Hospital emergency room (ER)
Chiropractic services including modalities Up to 38 visits per calendar year.	Osteopathic manipulations Performed by an Osteopathic physician. Up to 38 visits per calendar year.
Inpatient hospital	Autism - applied behavior analysis (ABA) services
Outpatient physical, occupational and speech therapy Up to a combined benefit maximum of 60 visits per individual per calendar year.	Hearing aids There is a maximum benefit, adjusted annually based on the Consumer Price Index (CPI), for a hearing aid for each ear during a 36-month period.
Hearing care Hearing related services performed by an M.D. or D.O.	Acupuncture Must be performed by an M.D. or D.O.
Diagnostic lab and X-ray	Radiation and chemotherapy
Allergy testing and therapy	Bariatric surgery
Mental health and substance abuse - inpatient and outpatient care	Ambulance
Medical supplies	Durable medical equipment (DME)
Prosthetics and orthotics	Home health care
Skilled nursing facility Up to a maximum of 120 days per calendar year.	Human organ transplant Must be performed at an approved facility.
Home delivery of prescription medications	
MESSA members can save time and money by ordering prescription medications through the Express Scripts mail order pharmacy. If your coverage includes a mandatory mail prescription rider, you must obtain most long-term maintenance medications from Express Scripts. For more information, go to <a href="http://messa.org">messa.org</a> to log in to your member account and link to the Express Scripts website. For general questions about your prescription coverage, call MESSA at 800.336.0013 or TTY 888.445.5614. For questions about a prescription order, call Express Scripts at 800.903.8346	
Medical care outside the U.S.	
MESSA members have access to doctors and hospitals with the BCBS Global Core program. You may want to visit the BCBS Global Core program's website ( <a href="http://www.bcbsglobalcore.com">www.bcbsglobalcore.com</a> ) to find in-network providers prior to your departure.	
Covered services and approved amounts	
In-network providers bill BCBSM directly. Payments for covered services are based on BCBSM's approved amounts. Your liability is limited to the plan deductible, copayment and coinsurance requirements.	
Out-of-network providers may or may not bill BCBSM directly. The member is responsible to the provider for any deductibles, copayments, coinsurance and amounts that are in excess of the approved amount for the services as predetermined by MESSA and BCBSM. These amounts may be substantial.	
<i>Medical benefits underwritten by Blue Cross Blue Shield of Michigan (BCBSM) &amp; 4 Ever Life Insurance Company. BCBSM is an independent licensee of the Blue Cross and Blue Shield Association.</i>	
Life and accidental death & dismemberment insurance	
Life insurance: \$5,000 policy for you.	
Accidental death & dismemberment insurance (AD&D): \$5,000 policy for you.	
AD&D terminates at age 65 or when employment ends, whichever comes later. <i>Life and AD&amp;D insurance underwritten by Life Insurance Company of North America.</i>	

# Agreement between Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.



Good health. Good business. Great schools.  
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East Lansing, Michigan 48826-2560  
517.332.2581 • 800.292.4910  
[www.messa.org](http://www.messa.org)

## MESSA Dental Plan Benefit Highlights

Effective Date: 01/01/2019

MESSA Account: Unionville-Sebewaing Area

Employee Group: 221A Teacher,Counselor,Psychologist

Group/Subgroup: 0801-0001 PAK A, C

### Plan Guidelines

MESSA dental plans are underwritten and administered by Delta Dental of Michigan, a non-profit dental care corporation known for its high quality dental programs. Delta Dental contracts with dentists throughout the U.S. to provide high quality care and 90% of Michigan dentists are in the Delta Dental provider network. MESSA members can easily locate Delta Dental contracting providers by visiting [www.messa.org](http://www.messa.org) and using the provider directory search provided by Delta Dental.

Diagnostic & Preventive Services 80%	Basic Services 80%	Major Services 80%	Orthodontics 80%
<ul style="list-style-type: none"> <li>• Oral Examination</li> <li>• Prophylaxes</li> <li>• Topical Fluoride*</li> <li>• Brush Biopsy</li> <li>• Emergency Palliative</li> <li>• 2 Cleanings in 12 Months</li> </ul> <p><b>Rider</b> (If neither box below is checked, you do not have this coverage.)</p> <p><input type="checkbox"/> 3 Cleanings in 12 Months</p> <p><input type="checkbox"/> 4 Cleanings in 12 Months</p> <p>* Fluoride treatments are payable twice in any period of 12 consecutive months for people up to age 19.</p>	<ul style="list-style-type: none"> <li>• Radiographs (x-rays)*</li> <li>• Restorative</li> <li>• Crowns**</li> <li>• Oral Surgery</li> <li>• Endodontic Services — treatment for diseased or damaged nerves.</li> <li>• Periodontic Services — treatment for diseases of the gum and teeth-supporting structures.</li> </ul> <p>* Bitewing x-rays are payable once in any period of 12 consecutive months. Full mouth panograph is payable once in 5 years.</p> <p>** Payable once in any 5-year period on the same tooth.</p> <p><b>Rider</b> (If the box below is not checked, you do not have this coverage.)</p> <p><input type="checkbox"/> Sealants: payable on occlusal surface of first permanent molars for patients up to age 9 and for second permanent molars for patients up to age 14 that are free from caries and restorations.</p>	<ul style="list-style-type: none"> <li>• Procedures for the construction of fixed bridgework, enosteal implants, partial and complete dentures.</li> <li>• Payable once in any 5-year period for the same appliances.</li> </ul>	<ul style="list-style-type: none"> <li>• Necessary treatment and procedures required for the correction of abnormal bite.</li> <li>• Orthodontic exam, radiographs and extractions are covered under Diagnostic &amp; Preventive Services and Basic Services.</li> </ul> <p><b>Rider</b> (If the box below is not checked, you do not have this coverage.)</p> <p><input type="checkbox"/> Adult orthodontics: removes the age 19 restriction on Orthodontics coverage.</p>
<p><b>\$1,300</b> annual maximum per person Diagnostic &amp; Preventive Services, Basic Services, and Major Services</p>			<p><b>\$1,000</b> lifetime maximum per person Orthodontics</p>

# Agreement between Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.

## VSP-2 S Benefits Formerly VSP-2 Silver



### In-network providers

Most eye doctors are in VSP's Signature network. Staying in-network assures that you get the most value from your benefits and limits your out-of-pocket costs. In-network doctors bill VSP directly as a convenience to you. A directory of Signature network doctors is available at [www.messa.org](http://www.messa.org) or [www.vsp.com](http://www.vsp.com). Call VSP member services at 800.877.7195 for assistance.

### Out-of-network providers (Maximum reimbursement to patient)

If you choose to see a doctor who is not in the VSP Signature network, your out-of-pocket costs will likely be higher and you must submit the receipts to VSP for reimbursement. For more information, visit [www.vsp.com](http://www.vsp.com) or call VSP member services at 800.877.7195.

Benefit	In-network provider	Out-of-network provider maximum allowance
<b>Examination</b>		
■ Optometrist	\$6.50 copayment	\$28.50
■ Ophthalmologist		\$38.50
<b>Contacts (includes lenses, examination and fitting)</b>		
■ Elective lenses to improve vision	\$110 allowance	\$90
■ Medically necessary – to correct <i>keratoconus, irregular astigmatism, irregular corneal curvature or vision to 20/70 in the better eye</i>	MESSA pays 100% of the approved amount	\$175
<b>Eyeglass frames</b>	\$130 allowance	\$44
<b>Eyeglass lenses</b>		
■ Single vision		\$29
■ Bifocal	\$18 copayment	\$51
■ Trifocal		\$63
■ Lenticular		\$75
<b>Eyeglass lens enhancements</b>		
■ Rimless		
■ Oversized	MESSA pays 100% of the approved amount	Member must pay the difference between the approved amount and the provider charge
■ Blended		
■ Photochromic		
■ Progressive	Not covered (discounts may apply)	Not covered
■ Tinted		
● Single vision		\$33
● Bifocal		\$61
● Trifocal		\$75
● Lenticular	MESSA pays 100% of the approved amount	\$89
■ Polarized		
● Single vision		\$47
● Bifocal		\$81
● Trifocal		\$101
● Lenticular		\$119

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**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**



**MESSA Group LTD Plan Benefit Highlights**  
Underwritten by Life Insurance Company of North America

Effective Date: 01/01/2019

MESSA Account: Unionville-Sebewaing Area

Employee Group: 221A Teacher, Counselor, Psychologist

Long Term Disability (LTD) insurance provides benefits at a percentage of a member's salary in the event of total disability. Benefits begin after the satisfaction of a waiting period and continue as long as the member remains totally disabled as described under "Maximum Benefit Period" in the LTD certificate booklet.

*This is a brief summary of your coverage available under MESSA's Group LTD insurance. Refer to the actual certificate booklet for complete information.*

Feature	Definition	Your Coverage
Pre-Existing Conditions Waived	Medical conditions for which the advice or treatment was received prior to effective date of coverage are included. However, doctor-verified disabilities in effect prior to the effective date would be excluded.	Yes
Waiting Period	<i>Calendar Day (CD):</i> The waiting period is based on actual calendar days. <i>Work Day (WD):</i> The waiting period is based on the consecutive number of contracted work days. <i>Modified Fill (MF):</i> Benefits begin on the latter of exhaustion of sick time/bank or the specified number of calendar/work day waiting period. <i>Straight Wait (SW):</i> Benefits begin after the specified number of calendar/work day waiting period.	90 CDMF
Benefit Level	Percent of covered salary.	60 %
Maximum Benefit Level	Monthly benefit up to the maximum amount bargained.	\$4,000
Minimum Maximum Benefit	There is a minimum monthly benefit of 5% of the gross monthly benefit or \$50, whichever is greater, after all offsets are applied, not to exceed the maximum monthly benefit.	5 %
Offsets	Benefits are reduced by any income the employee receives or is entitled to receive such as vacation pay, salary continuation, workers' compensation, full auto wage loss benefit, any employer-paid group plan, retirement benefits you receive from your employer's retirement or pension plan, including Michigan Public School Employees' Retirement System (MPERS), short-term disability, and others.	
Social Security Offsets	<i>Primary:</i> Social security retirement and social security disability are offsets. <i>Family:</i> Any social security disability benefits received by the employee's family due to the employee's disability is an offset.	Family
Freeze on Offsets	Monthly disability benefits will not be reduced because of automatic, statutory or general cost of living increases in income from other sources after MESSA's initial benefit determination for each specified offset has been made. The exception to this is an unsuccessful return to work with increased salary, social security and retirement cost of living.	Yes
COLA	An employee's benefit may be increased while on claim due to increase in the cost of living. The increase is based on changes in the Consumer Price Index as of January 1 each year and is payable on the anniversary of the commencement of benefit payment. There is a maximum annual increase of 3%.	No
Own Occupation Maximum Benefit Period	Disability benefits may be payable during continuous disability. After the own occupation period, a member must be unable to perform any occupation for which he/she is qualified by training, experience or education. Benefits may be payable up to age 65. For benefits commencing at or after age 60, please see your benefit schedule.	2 Years
Mental / Nervous Conditions	These conditions are covered as any other illness unless you have a 2-year aggregate limitation.	2-year limitation
Alcoholism / Drug Abuse	These conditions are covered as any other illness unless you have a 2-year aggregate limitation.	2-year limitation

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**MESSA Group Term Life Insurance Benefit Highlights**  
Underwritten by Life Insurance Company of North America



Effective Date: 01/01/2019

MESSA Account: Unionville-Sebewaing Area

Employee Group: 221A Teacher,Counselor,Psychologist PAK A, B, C

*This is a brief summary of your coverage available under MESSA's Group Term Life and AD&D policy.  
Please refer to your Life & Accident Insurance Certificate Booklet for complete information.*

Feature	Definition	Your Coverage
Group Term Life Insurance	The amount of your Group Term Life Insurance coverage.	\$40,000
Group AD&D Insurance	The amount of your Accidental Death and Dismemberment (AD&D) coverage.	\$40,000
Group Dependent Term Life Insurance: SPOUSE	This provides a life benefit equal to 50% of the member's benefit (not to exceed \$25,000) for the spouse and does not contain AD&D benefits.	N/A
Group Dependent Term Life Insurance: CHILD(REN)	This provides a life benefit equal to 25% of the member's benefit (not to exceed \$12,500) for all eligible children and does not contain AD&D benefits.	N/A

**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**SCHEDULE E: GRIEVANCE REPORT FORM**

**Grievance Form**

Date: \_\_\_\_\_ Grievant: \_\_\_\_\_

Date of the Alleged Occurrence: \_\_\_\_\_

Article(s), Section(s), and Paragraph(s) Violated: \_\_\_\_\_

Statement of Grievance: \_\_\_\_\_

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Relief sought: \_\_\_\_\_

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The Association retains the right to modify/add/revise this grievance at any time.

\_\_\_\_\_  
Grievant Signature

\_\_\_\_\_  
Date

Presented to: \_\_\_\_\_ Date: \_\_\_\_\_



**Agreement between  
Unionville-Sebewaing Area Schools and Unionville-Sebewaing Education Assoc.**

**APPENDIX 1: HISTORICAL SALARY SCHEDULE**

**UNIONVILLE-SEBEWAING AREA SCHOOLS  
SALARY SCHEDULE  
2017-2018**

Step	BA	BA+20	MA	MA+20	MA+30
<b>1.00</b>	<del>35,491</del>	<del>36,874</del>	<del>38,902</del>	<del>39,695</del>	<del>40,624</del>
<b>1.50</b>	<del>36,366</del>	<del>37,783</del>	<del>39,862</del>	<del>40,674</del>	<del>41,624</del>
<b>2.00</b>	37,240	38,693	40,822	41,654	42,627
<b>2.50</b>	38,159	39,648	41,830	42,683	43,680
<b>3.00</b>	39,077	40,602	42,838	43,712	44,733
<b>3.50</b>	40,042	41,605	43,897	44,792	45,839
<b>4.00</b>	41,006	42,607	44,955	45,873	46,945
<b>4.50</b>	42,019	43,660	46,066	47,007	48,106
<b>5.00</b>	43,032	44,713	47,178	48,141	49,267
<b>5.50</b>	44,096	45,818	48,345	49,332	50,487
<b>6.00</b>	45,158	46,923	49,512	50,523	51,706
<b>6.50</b>	46,275	48,084	50,737	51,774	52,986
<b>7.00</b>	47,391	49,245	51,962	53,025	54,266
<b>7.50</b>	48,563	50,463	53,249	54,338	55,610
<b>8.00</b>	49,736	51,682	54,535	55,651	56,954
<b>8.50</b>	50,966	52,961	55,886	57,030	58,366
<b>9.00</b>	52,197	54,241	57,237	58,408	59,777
<b>9.50</b>	53,490	55,584	58,658	59,856	61,259
<b>10.00</b>	54,782	56,928	60,074	61,304	62,741
<b>10.50</b>	56,139	58,339	61,563	62,824	64,297
<b>11.00</b>	58,723	61,044	64,448	65,778	67,333

\*At start of 16-17 year, step 1 was deleted and at start of 17-18 year, step 2 was deleted.