

**Professional Agreement
Between
The
Blissfield Community
School District**

And

**The Lenawee County
Education Association
Affiliated with the
BEA, MEA/NEA**

07/15/2024 – 6/30/2027

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**BLISSFIELD COMMUNITY SCHOOLS
PROFESSIONAL CONTRACT**


This Contract is entered into this 15th day of July, 2024, between the Board of Education of the Blissfield Community School District, hereinafter referred to as the "Board", and the Lenawee County Education Association, BEA, MEA/NEA, hereinafter referred to as the "Association".

DURATION OF AGREEMENT

This Agreement shall be effective as of the **15th day of July, 2024**, and shall continue in effect until the 30th day of June, **2027**

EDUCATION ASSOCIATION


BOARD OF EDUCATION

By: 
Its President

By: 
Its President

and

and

By: 
Its Secretary

By: 
Its Secretary

ARTICLE I: Recognition

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all professional certified teacher personnel, counselors, and all personnel hired under Sections 1233, 1233b and 1237 of the Revised School Code and regularly employed by the Board of Education. Such representation shall exclude supervisory and administrative personnel, including but not limited to, superintendent, assistant superintendents, directors of school and community relations, principals, assistant principals, per diem substitute teachers, athletic director, teacher aide and paraprofessional personnel, business manager, per diem employees, CETA or CETA-type employees, adult and community education teachers, coaches and extracurricular supervisors who are not otherwise part of the bargaining unit as teachers, noon period supervisors, recreational personnel, office and clerical personnel, custodial and maintenance personnel, together with summer school employees and summer driver education teachers, and all other employees of the Board. The term "teacher" when used hereinafter in the Agreement shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above-defined.

The Board agrees not to negotiate with or recognize any teachers' organization other than the Association for the duration of this Agreement.

ARTICLE II: Board 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, and the activities of its employees;
- B. To hire only degree teachers and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion, and to promote, and transfer all such employees;

- 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 hours of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof, and be in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States. The above Board Rights are subject to the provisions of Public Act 379 and the specific provisions of this Agreement.

ARTICLE III: Teacher Rights And Teaching Conditions
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- A. Teachers in Blissfield shall have the right to use school building facilities at reasonable times as mutually agreeable to the parties hereto and shall reimburse the Board for all additional costs incurred in connection therewith.
- B. The District recognizes that appropriate texts, library facilities, maps and globes, laboratory equipment, art supplies, audio-visual equipment, athletic equipment, current periodicals, standard tests, and questionnaires, and similar materials are the tools of the teaching profession. The parties concerned will confer from time to time for the purpose of improving the selection and use of such educational tools, and the Board on behalf of the District agrees at all times to keep the schools reasonably and properly equipped and maintained as determined advisable within budgetary limitations.
- C. One vending machine per building for appropriate beverages shall be installed, if reasonable and convenient, at the request of the Association.
- D. Parking facilities on existing parking areas shall be made available to teachers.
- E. Each semester will conclude with two half days of student instruction or exams in the mornings and using the two afternoons for Records Day.
- F. The Association shall be responsible for the orderliness, cleanliness and professional atmosphere of the staff lounges with respect to its own members.
- G. Millage issues and campaigns will be discussed with the Association by the Board of Education.
- H. Teachers shall be entitled to full rights of citizenship and no religious or political activities, or lack thereof, of any teacher, unless contrary to state or federal law, shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, unless such activity is carried into the classroom.
- I. The Board agrees to furnish the Association, in response to requests, all available public information pursuant to the Freedom of Information Act or the Public Employment Relations Act provided the Association pays for the actual cost including labor of doing so.

- J. The Association may make recommendations to the Board on any major educational, budgetary, or construction changes.
- K. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and Bill of Rights. The Board agrees to support teachers within the body of objective research of the teacher's given discipline and within the scope of adopted policy and established District curriculum areas. Teachers will be kept advised of any curriculum guidelines established by the Board. Teachers will be expected to comply with Board guidelines which affect their subject areas.

ARTICLE IV: PROTECTION OF TEACHERS

- A. Any case of assault by a student or parent upon a teacher on school premises during the regular school day or at any authorized school activity shall be reported to the Administration. If the teacher is not otherwise entitled to counsel and the teacher has acted within Board policy and applicable laws, the Board may provide legal counsel, upon request, to advise such teacher of his/her rights and obligations with respect to such assault.
- B. Before a complaint directed toward a teacher is used as the basis for disciplinary action or permanently placed in the teacher's file, it shall be brought to the teacher's attention.
- C. A teacher shall be entitled to have present a representative of the Association during any meeting which will lead to disciplinary action by the District. When a request for such representation is made, no action shall be taken with respect to the teacher until such representative of the Association is present unless exigencies of the situation require immediate action. A teacher shall not be entitled to the presence of an Association representative during an evaluation conference providing the evaluation does not contain a reprimand.
- D. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property and shall discharge their duties and responsibilities to said students and property according to the Michigan School Laws and the District's policies.
- E. Except when not feasible or if prohibited by law, teachers will be notified within forty-eight (48) hours if there is a request to review his/her personnel file by a third party.
- F. When possible, the District will notify teaching staff by the close of the school year if his or her position may be affected by layoff or reduction. Official letters of layoff notice will go to staff members in August, prior to the start of the next school year.
- G. To the extent allowable by law, should the District become aware of a credible threat made directly against any Association member by a student or a member of the public, the District shall notify the Association member within a reasonable period of time.
- H. To the extent allowable by law, should the District become aware of a credible threat involving a school building or a group of students, the District shall inform the appropriate Association members who work in the building involved or have direct contact with the students involved.

ARTICLE V: Corporal Punishment

- A. The District will publish to all students and staff at the beginning of each school year such reasonable rules of conduct for students as shall be effective at the time. In addition to the general rules of the District, each teacher may establish additional rules for students during the time said students are in his/her charge, as approved by the building administrator.
1. Teachers may use such reasonable physical force as may be necessary to:
 - a. Protect himself, herself, the pupil or others from physical injury.
 - b. Obtain possession of a weapon or other dangerous object upon or within the control of a pupil.
 - c. Protect property from physical damage.
 2. Teachers may use reasonable physical force for the purposes set forth in Part 1 above, but shall not be obligated to risk their own safety to perform such functions.
 3. Except as provided in Part 1 above, a teacher shall not use corporal punishment. Corporal punishment consists of all three of the following characteristics:
 - a. The student caused physical pain by a reasonable person standard.
 - b. The activity was intended as a penalty, punishment or threat for the pupil's offense.
 - c. The teacher intentionally administered pain, physically or psychologically.
 4. The District has established alternatives to corporal punishment, which shall be included in the Teacher Handbook.
 5. Notwithstanding anything to the contrary herein, teachers shall only use physical restraint when such is done in accordance with the District's policies, the Michigan Policy for the Emergency Use of Seclusion and Restraint, and applicable law.

ARTICLE VI: Classroom Teacher Vacancies

1. For the purposes of this Article, “vacancy” shall mean a classroom teacher position that is presently unfilled and for which the District intends to fill any newly created classroom teacher positions.
2. For the purposes of this Article, “classroom teacher” shall mean only those teachers who have a valid Michigan teacher certificate or authorization or who are engaged to teach under section 1233b of Michigan’s Revised School Code, MCL 380.1233b, who are employed by the District and who are assigned by the District to deliver direct instruction to students in any of grades DK to 12 or GSRP as a teacher of record.
3. Notice of vacancies shall be posted on the District’s website and the District will send a link to the posting to the Association President within two business days of the vacancy being posted. Qualified classroom teachers may apply for a vacancy by submitting an email of interest to the personnel office. The email shall include a current resume and evidence that the classroom teacher is qualified for the vacancy.
4. The District agrees to the following procedures when filling classroom teacher vacancies:
 - a. Internal classroom teachers who are determined by the District to meet the qualifications for the vacancy shall be interviewed for the position prior to considering external applicants. The District shall only fill a vacancy with an external applicant if no existing classroom teachers meet the qualification requirements for the vacancy as set forth below.
 - b. The District will place the most qualified internal or external candidate in the vacancy. “Most Qualified” shall be determined by the District after consideration of the following:
 - i. Appropriate and necessary certification, approval, or authorization for all aspects of the classroom teacher assignment.
 - ii. Staffing the curriculum with the most effective, certified, and qualified classroom teachers to instruct the applicable course and grade.
 - iii. Classroom teachers must be fully qualified for all aspects of their assignments as determined by the District, after consideration of the following, as applicable:
 1. Compliance with applicable state or federal law and the District’s Board Policies.
 2. Credentials needed for District, school, or program accreditation.
 3. Length of service in a grade level(s) or subject area(s).
 4. Recency of relevant and comparable teaching assignments.
 5. The classroom teacher’s effectiveness as measured under the performance evaluation system used by the District.

- c. The classroom teacher's disciplinary record. Length of service will be considered as a tiebreaker if a classroom teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.
- d. If a classroom teacher petitions for nullification of their teaching certificate or any endorsement, the classroom teacher must, within five business days thereafter, provide written notice of that petition to the Superintendent's office.

ARTICLE VII: Teaching Loads

- A. Because of the importance of pupil-teacher ratio, the parties agree that class size be equalized if feasible. The Board and Administration will attempt to keep class size limits as follows:

	<u>Pupil/Teacher Ratio</u>
Kindergarten	*25/1
First Grade	*25/1
Second Grade	*25/1
Third Grade	*26/1
Fourth Grade	*28/1
Fifth Grade	*28/1
Grade Six – Twelve	32/1

When class size exceeds the above ratio, upon written request of the teacher to the building principal, reasonable effort will be made to assign a paraprofessional for the time period that the pupil/teacher ratio exceeds the limit.

When a K-5 teacher has an average class size over the class size limits(*), the teacher will be reimbursed as follows:

- 1-3 pupils over - \$400/semester
- 4-5 pupils over - \$600/semester
- 6-7 pupils over - \$800/semester
- 8 & over - \$1,000/semester

Reimbursement will be based on the October and February Counts.

Reimbursement will be made on the first available payroll after the October and February counts.

Traditional large groups such as bands, choir, physical education, etc. are exempt from the guidelines and formula. Experimental classes that exceed class size guidelines shall be agreed upon by Administration and affected staff.

- B. The Middle School and High School day shall comprise six (6) class periods, including a teacher preparation period. If a teacher is contracted to teach more than the normal teaching assignment as set forth in this Article, the teacher shall

receive additional compensation at one sixth (1/6) of his/her base pay at the High School and Middle School.

In implementing the above, the following provisions will be adhered to:

1. IEP provisions will be followed. It is understood that the I.E.P.T. must "show cause" in accord with state administrative rules if a child is moved from or not assigned to an LRE. Appropriate teachers will be invited to I.E.P.T's.
 2. Teachers will be exempt from performing procedures such as catheterization and suctioning to maintain disabled/medically fragile students.
 3. Teachers, at their option, may assist in the physical transportation of students with disabilities.
 4. Medical assistance will be available for disabled/medically fragile students. It is further understood that liability for the safety and welfare of disabled/medically fragile students placed in a regular classroom rests with the agency initiating and effecting placement except for cases of teacher neglect.
- C. A teacher who substitutes for an absent teacher during his/her conference period will be compensated twenty (\$20) dollars per period. Elementary teachers will receive a proportional, prorated amount for coverage time. Administration will seek volunteers to substitute for absent teachers. In the event no one volunteers, a teacher will be required to substitute.

ARTICLE VIII: Teaching Hours

- A. The teacher's normal teaching hours shall be as follows:
1. Teachers shall be in their buildings attending to teaching duties at least fifteen (15) minutes before the regular school day begins.
 2. Teachers shall remain in the building attending to teaching duties at least ten (10) minutes after the regular school day ends.
 3. Hours and functions of special schedule teachers such as counselors, librarians, music teachers, speech therapists, art teachers, physical education teachers, health teachers, and other special teaching classifications shall be arranged by the Administration in a reasonable and consistent manner.

4. Teachers shall not leave school property during school hours except for lunch period, without prior approval of the principal.
- B. Through cooperative effort of teachers with the Administration, all secondary teachers will be provided with a 25-minute duty-free lunch period. Elementary teachers will be allowed a minimum number of 175 minutes of planning time per week during the student day in segments of 35 minutes each. Elementary teachers will also be provided with a duty free lunch period of 40 minutes. It is understood that Special Services teachers shall receive 175 minutes per week.
- C. It shall be the duty of all teachers to attend meetings called by the Administration. Staff meetings and various committee meetings, including but not limited to School Improvement, North Central and Grade Level, which include the entire building staff and are arranged in advance with and/or by the building administrator outside the regular workday schedule shall not exceed eighteen (18) hours per year, with no more than three (3) hours in one month. Staff meetings shall not be held on records day. Time for student records will be reflected in the District calendar.
- D. A teacher's participation in parent-teacher conferences each semester is required as a professional responsibility along with one open house at the beginning of each school year (not to exceed more than an hour and a half)

Parent-teacher conferences at the secondary level will be limited to fifteen (15) hours each year, with a maximum nine (9) hours in any one semester. Conferences may be divided over more than one day as determined by agreement between the Administration and Association.

F. **Calendar**

1. The school calendar shall consist of the following:
 - a. **2024-2025 School year.** One hundred eighty (180) scheduled days of student instruction and a total of one hundred eighty-two (182) teacher work days. The total annual salary is based upon one hundred eighty-two (182) workdays.
 - b. **2025-2026 School year.** One hundred eighty (180) scheduled days of student instruction and a total of one hundred eighty-two (182) teacher work days. The total annual salary is based upon one hundred eighty-two (182) workdays.
 - c. **2026-2027 School year.** One hundred eighty (180) scheduled days of student instruction and a total of one hundred eighty-two (182) teacher work days. The total

annual salary is based upon one hundred eighty-two (182) workdays.

2. If the agreed-upon school year is required to be extended or there is a modification in the agreed-upon school calendar because of conditions not within the control of school authorities, any bargaining unit member required to perform any work on a day not specified as a duty day in this Agreement shall do so with no additional compensation.

Teachers will not be required to report and shall receive their regular pay for scheduled days of student instruction which are not held because of conditions not within the control of school authorities such as inclement weather, fires, epidemics, or health conditions as defined by the city, county, or state health authorities.

BCS Calendar 2024-2025

July-24							January-25							19/19	
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
	1	2	3	4	5	6				1	2	3	4		
7	8	9	10	11	12	13	5	6	7	8	9	10	11		
14	15	16	17	18	19	20	12	13	14	15	16	17	18		
21	22	23	24	25	26	27	19	20	21	22	23	24	25		
28	29	30	31				26	27	28	29	30	31			
August-24							7/5	February-25							18/18
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
				1	2	3							1		
4	5	6	7	8	9	10	2	3	4	5	6	7	8		
11	12	13	14	15	16	17	9	10	11	12	13	14	15		
18	19	20	21	22	23	24	16	17	18	19	20	21	22		
25	26	27	28	29	30	31	23	24	25	26	27	28			
September-24							20/20	March-25							16/16
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
1	2	3	4	5	6	7							1		
8	9	10	11	12	13	14	2	3	4	5	6	7	8		
15	16	17	18	19	20	21	9	10	11	12	13	14	15		
22	23	24	25	26	27	28	16	17	18	19	20	21	22	49	
29	30						23	24	25	26	27	28	29		
							30	31							
October-24							23/23	April-25							21/21
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			1	2	3	4				1	2	3	4	5	
6	7	8	9	10	11	12	6	7	8	9	10	11	12		
13	14	15	16	17	18	19	13	14	15	16	17	18	19		
20	21	22	23	24	25	26	20	21	22	23	24	25	26		
27	28	29	30	31			27	28	29	30					
November-24							18/18	May-25							21/21
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
					1	2					1	2	3		
3	4	5	6	7	8	9	4	5	6	7	8	9	10		
10	11	12	13	14	15	16	11	12	13	14	15	16	17		
17	18	19	20	21	22	23	18	19	20	21	22	23	24		
24	25	26	27	28	29	30	25	26	27	28	29	30	31		
December-24							15/15	June-25							4/4
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
1	2	3	4	5	6	7	1	2	3	4	5	6	7	49	
8	9	10	11	12	13	14	8	9	10	11	12	13	14		
15	16	17	18	19	20	21	15	16	17	18	19	20	21		
22	23	24	25	26	27	28	22	23	24	25	26	27	28		
29	30	31					29	30							

End of 1st Qtr. 10/21, 2nd Qtr. 12/20, 3rd Qtr. 3/18, 4th Qtr. 6/5

Inservice/Staff Work Days

PT Conferences-1/2 Day School for Students

1/2 Day Semester Exams/1/2 Records Day

1/2 Day Inservice 1/2 Day Students a.m.

TBD Open House for Students & Staff

Students 1st day of semester

Vacation Days - No School

K-12 Curriculum Committee Meetings

Inservice/Staff Work Day (1 count day)

1/2 Day for Students and Staff

BCS Calendar 2025-2026

July-25							January-26							19/19	
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
		1	2	3	4	5					1	2	3		
6	7	8	9	10	11	12	4	5	6	7	8	9	10		
13	14	15	16	17	18	19	11	12	13	14	15	16	17		
20	21	22	23	24	25	26	18	19	20	21	22	23	24		
27	28	29	30	31			25	26	27	28	29	30	31		
August-25							7/5	February-26							18/18
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
					1	2	1	2	3	4	5	6	7		
3	4	5	6	7	8	9	8	9	10	11	12	13	14		
10	11	12	13	14	15	16	15	16	17	18	19	20	21		
17	18	19	20	21	22	23	22	23	24	25	26	27	28		
24	25	26	27	28	29	30									
31															
September-25							21/21	March-26							17/17
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
	1	2	3	4	5	6	1	2	3	4	5	6	7		
7	8	9	10	11	12	13	8	9	10	11	12	13	14		
14	15	16	17	18	19	20	15	16	17	18	19	20	21	49	
21	22	23	24	25	26	27	22	23	24	25	26	27	28		
28	29	30					29	30	31						
October-25							23/23	April-26							21/21
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			1	2	3	4				1	2	3	4		
5	6	7	8	9	10	11	5	6	7	8	9	10	11		
12	13	14	15	16	17	18	12	13	14	15	16	17	18		
19	20	21	22	23	24	25	40	19	20	21	22	23	24	25	
26	27	28	29	30	31			26	27	28	29	30			
November-25							17/17	May-26							20/20
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
						1						1	2		
2	3	4	5	6	7	8	3	4	5	6	7	8	9		
9	10	11	12	13	14	15	10	11	12	13	14	15	16		
16	17	18	19	20	21	22	17	18	19	20	21	22	23		
23	24	25	26	27	28	29	24	25	26	27	28	29	30		
30							31								
December-25							15/15	June-26							4/4
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
	1	2	3	4	5	6		1	2	3	4	5	6	50	
7	8	9	10	11	12	13	7	8	9	10	11	12	13		
14	15	16	17	18	19	20	40	14	15	16	17	18	19	20	
21	22	23	24	25	26	27		21	22	23	24	25	26	27	
28	29	30	31					28	29	30					

End of 1st Qtr. 10/21, 2nd Qtr. 12/19, 3rd Qtr. 3/17, 4th Qtr. 6/4

Inservice/Staff Work Days

PT Conferences-1/2 Day School for Students

1/2 Day Semester Exams/1/2 Records Day

1/2 Day Inservice 1/2 Day Students a.m.

TBD Open House for Students & Staff

Students 1st day of semester

Vacation Days - No School

K-12 Curriculum Committee Meetings

Inservice/Staff Work Day (1 count day)

1/2 Day for Students and Staff

BCS Calendar 2026-2027

July-26							January-27							19/19	
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			1	2	3	4						1	2		
5	6	7	8	9	10	11	3	4	5	6	7	8	9		
12	13	14	15	16	17	18	10	11	12	13	14	15	16		
19	20	21	22	23	24	25	17	18	19	20	21	22	23		
26	27	28	29	30	31		24	25	26	27	28	29	30		
							31								
August-26							9/7	February-27							18/18
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
						1		1	2	3	4	5	6		
2	3	4	5	6	7	8	7	8	9	10	11	12	13		
9	10	11	12	13	14	15	14	15	16	17	18	19	20		
16	17	18	19	20	21	22	21	22	23	24	25	26	27		
23	24	25	26	27	28	29	28								
30	31														
September-26							20/20	March-27							19/19
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
		1	2	3	4	5		1	2	3	4	5	6		
6	7	8	9	10	11	12	7	8	9	10	11	12	13		
13	14	15	16	17	18	19	14	15	16	17	18	19	20	50	
20	21	22	23	24	25	26	21	22	23	24	25	26	27		
27	28	29	30				28	29	30	31					
October-26							22/22	April-27							20/20
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
				1	2	3					1	2	3		
4	5	6	7	8	9	10	4	5	6	7	8	9	10		
11	12	13	14	15	16	17	11	12	13	14	15	16	17		
18	19	20	21	22	23	24	18	19	20	21	22	23	24		
25	26	27	28	29	30	31	25	26	27	28	29	30			
November-26							18/18	May-27							20/20
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
1	2	3	4	5	6	7							1		
8	9	10	11	12	13	14	2	3	4	5	6	7	8		
15	16	17	18	19	20	21	9	10	11	12	13	14	15		
22	23	24	25	26	27	28	16	17	18	19	20	21	22		
29	30						23	24	25	26	27	28	29		
							30	31							
December-26							14/14	June-27							3/3
S	M	T	W	T	F	S	S	M	T	W	T	F	S		
		1	2	3	4	5			1	2	3	4	5	49	
6	7	8	9	10	11	12	6	7	8	9	10	11	12		
13	14	15	16	17	18	19	13	14	15	16	17	18	19		
20	21	22	23	24	25	26	20	21	22	23	24	25	26		
27	28	29	30	31			27	28	29	30					

End of 1st Qtr. 10/20, 2nd Qtr. 12/18, 3rd Qtr. 3/17, 4th Qtr. 6/3

Inservice/Staff Work Days

PT Conferences-1/2 Day School for Students

1/2 Day Semester Exams/1/2 Records Day

1/2 Day Inservice 1/2 Day Students a.m.

TBD Open House for Students & Staff

Students 1st day of semester

Vacation Days - No School

K-12 Curriculum Committee Meetings

Inservice/Staff Work Day (1 count day)

1/2 Day for Students and Staff

2024-2027 Teacher Days (182)

169 Full Days

- 3 Professional Development Days
- 4 Half Days Professional Development
- 4 Half Days Exams and Records
- 4 Half Days Parent Teacher Conferences
- 1 Professional Development Day counted as one (1) student day

Elementary Full Days 7:35 am – 2:42 p.m. 387 minutes

Elementary Half Days 7:35 am – 11:05 a.m. 210 minutes

MS/HS Full Days 7:30 a.m. - 2:30 p.m. 395 minutes

MS/HS Half Days 7:30 a.m. - 11:00 a.m. 210 minutes

Total Hours

- Elementary - 1125.90 hours
- MS/HS - 1147.61 hours

Fall Parent Teacher Conferences*

- Afternoon Session 12:00 pm – 3:00 pm(Thursday/Friday)
- Evening Session 4:00 pm – 7:00 pm(Thursday)

*Spring Parent Teacher Conferences**

- Afternoon Session 12:00 pm – 3:00 pm(Thursday/Friday)
- Evening Session 4:00 pm – 7:00 pm(Thursday)

Professional Development*

- 7:30 am – 2:30 pm – full day (½ hour lunch)
- 11:30 pm – 2:45 pm – half day (½ hour lunch)

*Times listed may be adjusted, upon mutual agreement of the Administration and Association, but will not exceed the hours denoted.

**Blissfield Middle & High School
2024-2027
Daily Schedule**

1	7:30	8:35	65
2	8:40	9:41	61
3	9:46	10:47	61
4	10:52	12:18	86
A	10:47	11:12	25
class	11:17	12:18	61
class	10:52	11:22	30
lunch B	11:22	11:47	25
class	11:47	12:18	31
class	10:52	11:53	61
C	11:53	12:18	25
5	12:23	1:24	61
6	1:29	2:30	61

**Blissfield Elementary School
Daily Schedule
7:35am – 2:42pm**

ARTICLE IX: Absences and Leaves of Absence of Employees

- A. Subject to the terms and conditions contained in the other paragraphs in this Article VIII, acceptable reasons for leave with pay are personal illness, injury, disability, quarantine, and serious illness or death of a relative. Absence due to injury as a result of a physical attack on a teacher while at work shall not be charged against the teacher's leave days.
- B. The annual allowance for contractual staff members who are absent for any of the reasons listed in the above paragraph will be:
1. Nine (9) days paid leave per year will be credited to each teacher upon reporting at the beginning of the year. Total paid leave days and personal days can accumulate to a combined total of 160 days. Teachers who are newly hired and employed as a member of the bargaining group for the 2006-2007 school year and beyond, shall accumulate paid leave days to a combined total of 100 days. A teacher who reports after the beginning of the school year will have paid leave days prorated.
 - a. Teachers who have reached their accumulated maximum paid leave, will be paid for all unused paid leave days above the maximum at the end of each school year. The rate of pay will be one dollar (\$1) per year of service per day.
 2. A total of eighteen (18) days per year deductible from paid leave may be used for immediate family illness of a serious nature.
 3. Five (5) days per occurrence deductible from paid leave may be used for bereavement of a relative and those days used must be within ten (10) calendar days following the death of the family member. Family illness shall not include disability related to childbirth, except for complications of a spouse requiring his or her presence. An exception to these limits will only be made in very extenuating circumstances where a special need is demonstrated and the Administration grants a variance after conferring with the Association.
 4. The Administration requires evidence verifying the need for any absence due to illness when abuse is indicated as determined by the Administration. Failure to produce valid evidence shall result in automatic deduction of salary for the day(s) in question. In addition, the abused days will be deducted from the employee's accumulated leave days.
 5. Three (3) days per occurrence deductible from paid leave may be used for the adoption or birth of a grandchild and those days used must be within ten (10) calendar days of the event.

6. A teacher may be required to have a physical and/or mental examination by a doctor designated by the Board, at the expense of the Board and without loss of pay or deduction from sick leave.
- C. Any teacher whose personal illness extends beyond the period compensated under Section B shall be granted a leave of absence without pay for a time not to exceed one (1) year from commencement thereof.

Any teacher granted workers' compensation benefits shall be extended an unpaid leave of absence for such period of time as benefits are paid not to exceed three (3) years.

The teacher may return to employment the following semester providing said teacher presents a written statement from a physician designated by the Administration stating that it is satisfactory for him/her to do so.

- D. At the beginning of each school year each teacher shall be credited with three (3) days for personal business. A teacher planning to use a personal leave day shall notify their principal on the appropriate form at least three (3) working days in advance, except in cases of emergency. A teacher shall not be absent for any personal business day requested unless written approval has been obtained by the principal. Any personal business day absence that has not been properly approved shall be considered abuse. Personal business days may not be taken the day before or the day following a holiday or multi-day vacation period except in very extenuating circumstances where a special need is demonstrated necessitating the use of a personal business day at that particular time which is approved by the Administration after the Administration confers with the Association. In the event more than 10% of the staff in any building want to use the same day for personal business, the principal may deny requests from those over the 10% number at his or her discretion. A maximum of three (3) unused personal leave days shall accumulate to the following year with any additional days added to sick leave. A maximum of three (3) personal days may be used in any one occurrence.
- E. The Association agrees that abuse of sick leave days or necessary business leave days as above stated may be the basis for disciplinary action.
- F. It is understood that teachers may require time off to attend professional development sessions outside of the district that occur during school hours. Such days may be used with pay by individual teachers with prior approval of the Administration for visitation to view other instructional techniques or programs or to attend conferences, workshops or seminars pertaining to the teacher's field of teaching or general education. Requests for use of the days must be made to the principal at least one (1) week in advance. A teacher may be requested to submit a written report of the activity attended. Additional days may be granted at the discretion of the Administration.

- G. Teachers who serve on jury duty will be excused for such duty and will be paid their regular salary. The teacher shall reimburse the District any per diem payment received for said service.
- H. The Association may use seven (7) days per year without loss of pay to conduct Association business, provided the Association pays the cost of any substitute. All Association days must have the approval of the Association President with a limit of three (3) days for any one member. Such days shall not be used for picketing or other related activities or negotiating in other school districts. Notice of intent to use an Association business day shall be given to the Superintendent three (3) days in advance.

The Association Treasurer will notify the Business Office of days used and will work with the Business Office on the appropriate billing.

- I. Anticipated prolonged disability -- any teacher that can anticipate a prolonged disability (such as scheduled surgery, other confinement to home or hospital including maternity) shall notify the building principal in writing at least sixty (60) calendar days in advance of the projected period of confinement. The notification shall contain the projected dates of confinement.
1. The Board may require a teacher to submit a medical certificate of continued good health when he/she receives a periodic check-up.
 2. To receive paid leave payments the teacher must perform all duties until physically disabled and return to service as soon as physically able to perform all duties as certified by his/her physician.
 3. For all paid leave days claimed the teacher must have a physician's certificate verifying physical disability which prevents him/her from fulfilling his/her teacher responsibilities.
- J. A pregnant teacher who is not already on an unpaid leave may choose to use accumulated sick leave days for the time she is actually disabled in accordance with the preceding section. It is expressly understood this shall not include normal child care.
- K.
1. Maternity leave without pay is available to female teachers. A male teacher shall be entitled to unpaid leave in the event of adoption or birth of his child. The length of the leave shall not exceed one (1) year, renewable in the discretion of the Board.
 2. At least three (3) months prior to the expected date of birth or the date the leave is requested to begin, whichever is earlier, the teacher shall submit a written request for maternity leave to the Board of Education. The leave shall begin no later than the date the teacher is unable to perform her services as determined by her doctor. The request shall specify the beginning date of the leave and be accompanied by her physician's

statement that there is no medical reason why the teacher cannot continue to perform services until the beginning date of the leave. As nearly as possible, the beginning date of the leave of absence should conform to the beginning or ending of a marking period, semester, or school year, but in no event shall the beginning date of the leave of absence commence later than four (4) weeks prior to the expected date of birth without written approval of the teacher's physician.

- a. In the event of a dispute concerning the beginning date of the maternity leave, the teacher shall be entitled to a private hearing before the Board prior to the Board setting the beginning date of the leave of absence.
 - b. Once the beginning date has been approved by the Board, it shall not thereafter be changed, except in cases of emergency to be determined on an individual basis.
3. The teacher shall be eligible to return from maternity leave upon filing a physician's statement that she is physically fit for full-time employment. The teacher shall request a prospective termination date of the leave of absence at the time of request for the leave.
4. Return from leave within one (1) year will commence upon the date set by the Board which shall not be later than one (1) month following the teacher's request to return from leave. A teacher not on leave for more than one (1) year shall be entitled to return to a position for which she is qualified. Extension of the leave shall be at the discretion of the Board. In the event the teacher is on leave for more than one (1) year, the teacher shall be entitled to return the first day of the next school year following the request which shall be made by the prior March 15, if a vacancy exists for which she is certified and qualified.
5. A teacher may submit written notification to the Superintendent for reinstatement prior to expiration of the leave granted by the Board of Education in the event of miscarriage or death of the object child of the leave. The teacher will be entitled to return at the beginning of the next marking period provided the application is received ten (10) days in advance.
6. Failure to return from a maternity leave on the day specified in said leave shall be conclusively deemed job abandonment due to absences unless mutually agreed upon by the Board and the teacher prior to said date.
7. Maternity leave will be granted without pay and without experience credit and without paid leave accumulation. For seniority and salary schedule purposes, the teacher shall be given credit for a full semester during which

time said leave was granted provided the teacher has worked one-half of that semester.

- L. **Sabbatical:** A teacher may apply for a one-year sabbatical leave after seven years of teaching at Blissfield. All prior seniority and experience will be maintained but the teacher will not receive experience credit, salary or benefits during the leave. If the sabbatical leave will be used by a teacher to pursue educational studies or professional improvement, the employee shall only be entitled to return to employment in the first vacant position for which he/she is qualified. However, if a teacher requests a one year sabbatical, approved by the Board, for the sole purpose of full-time advanced study, at a college or university, he/she shall be entitled to a teaching position upon return provided he/she meets the following criteria:
- a. he/she is enrolled full-time for two semesters during the regular school year at an accredited 4 year college or university.
 - b. the program of studies in which he/she will enroll is beneficial to the Blissfield Community Schools and approved by the Superintendent.
- M. Leave for military duty shall be granted in accordance with all applicable laws.
- N. Pursuant to the Family and Medical Leave Act of 1993, an employee who has been employed at least 12 months and worked at least 1,250 hours (all full time teachers qualify as having worked at least 1,250 hours) during the prior 12-month period is entitled to 12 work weeks of leave during any 12-month period without pay but with group health insurance coverage maintained for one or more of the following reasons:
- (a) due to the birth of the employee's child in order to care for the child;
 - (b) due to the placement of a child with the employee for adoption or foster care;
 - (c) due to the need to care for the employee's spouse, child, or parent who has a serious health condition; or
 - (d) due to a serious health condition that renders the employee incapable of performing the functions of his or her job.

A "serious health condition" is defined by the law as an illness, injury, impairment, or physical or mental condition that involves (1) in-patient care in a hospital, hospice, or residential medical care facility or (2) continuing treatment by a health care provider. Any leave taken under this Contract for the above purposes shall be charged against the teacher's leave entitlement under the Family and Medical Leave Act at the election of either the Board or the teacher. Other conditions of the Family and Medical Leave Act shall apply to leaves in this section.

- O. Unless otherwise specified, and except for those leaves granted pursuant to the Family and Medical Leave Act, a leave of absence when granted by the District, through the Board of Education, without pay, shall entitle the employee to return to employment in the first vacant position for which, in the opinion of the Superintendent of schools, he/she is qualified. It shall not entitle the employee to advancement on the schedule for the time away from actual employment unless prearranged with the Superintendent of schools.
- P. It is understood that the foregoing shall not supersede provisions for layoff or other provisions of law or this Contract.

ARTICLE X: Seniority

- A. Seniority. New employees hired into the unit shall be considered as probationary employees as prescribed by the Tenure Act.
- B. The term seniority as hereinafter used shall be the length of continuous service as a bargaining unit member excluding unpaid leave time with the Blissfield Community Schools Board of Education. In the circumstances of more than one individual having the same length of continuous service, the employee with the earliest date of hire shall have greater seniority. Among any employees still tied, the employee with the greatest number of years teaching in public schools shall have greater seniority. In the event a tie still exists, all individuals so affected, will participate in only one drawing per group to determine position on the seniority list. The Association and teacher(s) affected will be notified in writing of the date, place and time of the drawing. The drawing shall be conducted openly and at a time and place which will reasonably allow affected teachers and Association representatives to be in attendance. If the ordered tie group is reduced in number, the remaining employees will advance in order if applicable. If a member is added to the group, only the added member would draw to determine his/her placement within the group.
1. A teacher shall lose seniority rights if he/she retires, resigns or is discharged.
 2. Seniority shall not accrue while on an unpaid leave of absence, except unpaid medical leave; however, said leave shall not break the continuous service of the employee. Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating seniority, but shall serve to reduce the probationary period in accordance with the provisions of the Tenure Act.
 3. Seniority will be frozen and shall not accrue if a bargaining unit member moves into an administrative position within the Blissfield Community Schools system. If said individual returns to the bargaining unit, he/she will resume seniority where it was frozen.
 4. Bargaining unit members hired after June 1, 2006 and working 50% or less will be credited with one half (1/2) of a year seniority on the seniority schedule for each year teaching at 50% or less.
- C. Seniority within the school system shall first be determined by certification as approved by the Department of Education of the State of Michigan, and secondly shall be determined by years of continuous employment as a bargaining unit member in the Blissfield School District. In accordance with the terms of this Article, it is expressly agreed that variance from seniority ranking as determined by certification and years of service may occur at the time of layoff if the teacher is determined by the Administration to be unqualified for those positions to be continued.

- D. Date of hire shall be defined as the first day of actual work.
- E. The Board of Education shall prepare a seniority list by classification and transmit a copy of the same to the Association.

ARTICLE XI: Grievance Procedure

- A. A grievance is an alleged violation of the expressed terms of this Contract. It is expressly understood that the grievance procedure shall not apply to those areas in which the Tenure Act prescribes a procedure or authorizes a remedy (discharge and/or demotion). It is further expressly understood that the grievance procedure shall not apply to the non-renewal of a probationary teacher, the non-reappointment of a coach, and where the subject matter of the grievance may be processed through another administrative forum.
- B. The Association shall designate representatives in each building to handle grievances when requested by the grievant. The Board hereby designates the principal of each building to act as its representative at *Step 1* as hereinafter described and the Superintendent or his designated representative to act at *Step 2* as hereinafter described.
- C. The term "days" as used herein shall mean days in which school is in session during the school year and business days Monday through Friday during the summer recess.
1. Such teacher shall discuss the matter informally with his/her principal within five (5) days of the alleged violation or discovery of an alleged violation. If no satisfactory conclusion is reached within five (5) days following this discussion, he/she may proceed to *Step 2* within five (5) days.
 2. Such teacher shall present the grievance in writing on the form provided by the Association representative in each building to the Superintendent and request a hearing. This hearing must be granted within five (5) days after the Superintendent received the request. The Superintendent shall make his decision within five (5) days in writing and send a copy thereof to the teacher and Association representative. If this decision is not satisfactory, such teacher may proceed to *Step 3*.
 3. Such teacher shall within five (5) days present the grievance in writing to the President of the Board of Education and request a hearing with the Board or its designated representative within ten (10) days. Within ten (10) days of such hearing the Board shall issue a written decision. Failure to appeal such decision within five (5) days thereafter shall be deemed an acceptance of the decision of the Board of Education.

4. In the event the Association is not satisfied with the disposition of the grievance at *Step 3*, the Association may, within five (5) days after the decision of the Board, in writing, request the appointment of a mutually agreed upon arbitrator to hear the grievance or if no arbitrator is mutually agreed upon, within five (5) days refer the matter to the American Arbitration Association.
5. Neither party may raise a new defense or ground at *Step 4* if not previously raised or disclosed at other written levels.
6. In the event the grievance is not settled prior to the hearing, the grievance may be tried before the arbitrator whose decision shall be binding upon both parties who agree that a judgment thereon may be entered in any court of competent jurisdiction.
7. Notwithstanding the foregoing, the arbitrator shall not have the power to add to, modify, alter or amend, or subtract from the terms of this agreement. He/she shall not hear any grievance previously barred from the scope of the grievance procedure, nor shall he/she question the reasonableness of Board policy, nor annual assignments of extra duties for extra pay.

If any grievance award shall include back pay, his/her award shall not extend more than thirty (30) days prior to the date of the *Step 1* conference unless the teacher was not paid according to Contract salary. Any back pay award shall be reduced by any other compensation received during the time the teacher would have otherwise been working for the District including any unemployment compensation received.
8. More than one grievance may not be heard in arbitration at the same time except upon express written mutual consent.
9. The cost of arbitration shall be borne equally by the parties except each party shall assume its own cost for representation.

10. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15, of any year and strict adherence to the time limits may result in hardship to any party, the Superintendent shall use his/her best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution. Should a teacher fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a teacher fail to appeal a decision within the limits specified, all further proceedings on a previously instituted grievance shall be barred. The Association shall have no right to initiate a grievance involving the right of a teacher without his/her express approval in writing thereon. In the case of a class action grievance, the names of all teachers included in the class will be included on the written grievance, with at least one (1) teacher who is actually aggrieved signing the grievance.

ARTICLE XII: Continuity of Operations
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The Association and each employee agree they will not participate in any withholding of services or strike.

In the event of a strike by another employee group in the District when teachers are not required to report for work, the Board shall be entitled to reschedule any days lost without additional compensation. The dates for rescheduled days will be negotiated with the Association.

ARTICLE XIII: Miscellaneous Provisions

- A. Teachers will at all times perform their duties in accordance with the Contract, applicable laws, and Board policy which is not inconsistent with the terms of this Contract.
- B. This Agreement shall be duplicated at the expense of the Board and made available to all teachers now employed or hereafter employed by the District.
- C. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in written and signed amendment.
- D. Any individual contract between the Board and an individual teacher heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement.
- E. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.
- F. During the period of a teacher's employment and thereafter, a teacher shall have a non-transferable right to the continued use of any copyrightable work, written, composed, created or devised by such teacher in the course of his/her employment with the District. The District shall maintain full and complete control, subject only to the limitations in this provision and applicable law, of any and all copyright to works created by teachers in the course of their employment with the District.
- G. 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.
- H. An Emergency Manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Government and School District Fiscal Accountability Act, 2011 Public Act 4.
- I. Counselors may be allowed to work up to 7 days with pre approval from the superintendent in the summer at their per diem rate. Counselors must log/document their hours worked and work performed during the summer.

ARTICLE XIV: Financial Responsibilities and Payroll Deductions

- A. Each teacher shall each year sign an individual contract of employment which shall contain the following:

"The provisions of this contract are subject to Board Policy and the terms and conditions to be determined in the Master Agreement if developed, between the Lenawee County Education Association and the Board of Education, including financial responsibilities provisions thereof."

- B. The Association shall indemnify and save the Board and each individual Board member harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken by the Board in complying with this Article.
- C. The Association will save the Board harmless from any and all costs including witnesses, attorney fees and transcripts or any liability resulting from the prosecution or defense of any action claimed or otherwise to which the Board of Education may be liable by virtue of enforcing the provisions of this Article.

Payroll Deductions. The following is a list of acceptable payroll deductions from the employee by the business office: Federal income tax; State of Michigan income tax; social security; annuities; Insurance premium co-pay amounts; Contributions to either a Flexible Spending Account (FSA) and/or Health Savings Account (HSA); United Way Fund; BFEE Foundation, credit unions and any other financial institutions upon prior approval of the business office and Administration.

Salary Payments: Salary payments shall be made in either 21 or 26 equal installments annually as elected by the teacher on the appropriate form at the beginning of the school year. Teachers electing 26 pays shall also be given the option of receiving their one summer pay at the close of the school year if the Business Office is notified by February 1st. All salary payments shall be distributed through electronic direct deposit to a financial institution of the employee's choice.

Article XV: Obtaining Special Education Certification

With the pre-approval of the Board of Education, the District is willing to reimburse any teacher their out-of-pocket tuition costs (excluding fees, text, and other expenses) upon successful completion (B- grade or better) for each class necessary for them to obtain proper Special Education certification. The program of their choice must be pre approved by the District, and a complete list of classes necessary for certification must be submitted before enrolling in any program. This reimbursement will only be available for certification classes, not for Master's program classes, and will only be available to the extent that the employee remains employed by the District.

To file for reimbursement at the conclusion of a semester, a course transcript indicating the final grade(s) for the semester along with a receipt of payment must be submitted to the business office.

In exchange for tuition reimbursement, the teacher agrees to commit to teach at the District in the Special Education Department, or other department as assigned for five (5) school years. In the event the teacher voluntarily terminates their employment with the District prior to the conclusion of the fifth (5th) year, the teacher will be required to refund the District for all tuition costs previously paid to them by the District pursuant to this Contract in accordance with the following schedule:

1. Should the teacher voluntarily terminate their employment with the District during the first school year, the teacher shall refund the District 100% of all tuition costs previously paid to them by the District pursuant to this Contract.
2. Should the teacher voluntarily terminate their employment with the District during the second school year, the teacher shall refund the District 80% of all tuition costs previously paid to them by the District pursuant to this Contract.
3. Should the teacher voluntarily terminate their employment with the District during the third school year, the teacher shall refund the District 60% of all tuition costs previously paid to them by the District pursuant to this Contract.
4. Should the teacher voluntarily terminate their employment with the District during the fourth school year, the teacher shall refund the District 40% of all tuition costs previously paid to them by the District pursuant to this Contract.
5. Should the teacher voluntarily terminate their employment with the District during the fifth school year, the teacher shall refund the District 20% of all tuition costs previously paid to them by the District pursuant to this Contract.

Should the teacher terminate their employment with the District voluntarily prior to the completion of the responsibilities as outlined in this Contract, the teacher shall have up to one (1) calendar year to refund the District as outlined in this Contract.

The Association and teachers understand and agree that the program described in this Article XV is an additional benefit provided to the District's teachers by the District and is not a guarantee of employment with the District.

In the event teacher employment is terminated by the District, the teacher shall have no obligation to refund the District any tuition expenses which were previously paid to them by the District under this Article XV.

Individual teachers must sign an acknowledgement form of receipt, understanding and agreement to the commitment and reimbursement terms contained within this Article XV.

Article XVI: Agricultural Science Teacher
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- A. The Agriculture Science teacher shall work 25 days beyond the school-year calendar set forth in this Contract and that the schedule for the 25 additional work days shall be mutually agreed upon between the Superintendent and the Agriculture Science teacher.
1. The 25 additional work days described above cannot be used by the Agriculture Science teacher to perform work related to FFA projects and/or other work assignments and tasks for which the teacher is already being paid to perform as the High School FFA Advisor listed in the extracurricular schedule in Appendix I of this Contract.
 2. The Agriculture Science teacher will be compensated by the Board for the 25 additional work days at the Agriculture Science teacher's daily rate. Compensation will be paid by the Board at the conclusion of each semester provided that the Agriculture Science teacher first provides the Superintendent with a detailed log describing the days and hours worked and the tasks completed.

Blissfield Community Schools Appendix I
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Salary

The salary for any newly hired teacher will be determined by the Board in its discretion.

The amount of any additional salary for each individual teacher will be determined by the Board annually near or after the conclusion of each school year based on the teacher's performance effectiveness pursuant to Board policy regarding performance based and merit pay.

Part-Time Pay

A part-time teacher in the Middle School or High School shall receive total salary which is prorated based on the ratio of the number of class periods actually assigned to be taught to the number of class periods a full-time teacher actually teaches. A part-time teacher shall also work the same proportion of preparation time and the same amount of duty time as a regular teacher with no additional compensation. A part-time elementary teacher shall receive total salary which is prorated based on the ratio of the number of minutes actually assigned to work to the number of duty minutes a full-time teacher actually works.

Any part-time assignment involving more than one building will be based on a combination of the above.

Teacher Retirement

Teacher retirement to be paid by the Board except to the extent the teacher is required by law to contribute toward retirement under the Michigan Public School Employees Retirement System.

The District will make those contributions to the teachers retirement that are required under the Michigan Public School Employees Retirement System.

INSURANCE PROTECTION

- A. The Board shall provide to the teacher health insurance plan benefits for a full twelve (12) month period. Beginning July 1, 2012 the Board will contribute annually, January through December, for health insurance coverage only (not including LTD, Dental, Negotiated Life and Vision) not more than the annually updated "hard cap" amounts established pursuant to Public Act 152 of 2011 which are currently:

\$21,049.85 annually (\$1,754.15 monthly) for full family

\$16,141.28 annually (\$1,345.11 monthly) for individual and spouse

\$ 7,718.26 annually (\$ 643.19 monthly) for single person

**Adjusted to reflect actual health insurance coverage "hard cap" amounts pursuant to [PA 152](#).*

for the teacher and his/her eligible dependents. Teachers will contribute each month any amount above the Board's contribution toward the cost of health insurance. All monthly contributions needed, will be automatically payroll deducted on a pre-tax basis through a Section 125 salary reduction plan. The deduction will come out during the 1st and 2nd pay of each month in 24 equal installments. Teachers on a 21 pay schedule will have a monthly contribution adjusted for 10 months.

Health	Choices II, Choices II with 20% Co-insurance, ABC Plan 1, ABC Plan 2 Saver Rx, SRx Mail, ABC Rx Adult Immunization Rider
Long Term Disability	66 2/3% \$6,000 maximum 90 calendar days modified fill
Delta Dental	100/80/80 \$1,500; \$1,500 Class I, II & III maximum
Negotiated Life	\$45,000 with AD&D
Vision VSP-2	

Plan B -- for employees not needing health insurance:

Health	None
Long Term Disability	66 2/3% \$6,000 maximum 90 calendar days modified fill

Delta Dental 100/80/80\$1,500; \$1,500

Class I, II & III maximum

Negotiated Life \$50,000 with AD&D

Vision VSP-2

- B. The employer shall provide a cash option in lieu of health benefits to eligible employees. Eligibility shall be determined annually by the employer once all requested documentation has been received and a determination is made by the employer that the employee has other health insurance coverage that meets the Patient Protection and Affordable Care Act (PPACA) of 2010 minimum value and coverage requirements. Once determined eligible, the cash payment to the employee will begin at the next scheduled payroll date. Employees qualifying for full family participation in the health insurance Plan who decline participation in the plan will receive \$600 as a cash option per month. Employees qualifying for an individual and spouse participation in the Plan and declining participation in the plan will receive \$450 as a cash option per month. Employees qualifying for single participation in the Plan and declining participation in the Plan will receive \$225 as a cash option per month. The amount of the cash payment received may be applied by the bargaining unit member to a Board approved Tax-Deferred plan. To elect a Tax-Deferred plan, the bargaining unit member shall enter into a salary reduction agreement with his/her plan company that is approved by the Board.
- C. Regularly employed part-time teachers shall be eligible for a pro rata amount in relation to their part-time duties.
- D. It is expressly understood that the above employer's contribution shall not be used for any other insurance coverage.
- E. It is the responsibility of each teacher to apply for said insurance coverage. No teacher shall be eligible for insurance coverage until enrolled on the policy. No teacher will actually be covered by said insurance coverage until expiration of the waiting period, if any, and until the effective date of the coverage which shall be determined by the carrier. The school is not responsible for benefits available under said insurance coverage for any period when the employee is not covered by the carrier.
- F. Each full-time teacher shall be entitled to such insurance coverage as hereinbefore provided at the rate of 1 1/3 calendar months of coverage for each full month of scheduled service actually rendered during each school year.
- G. Any teacher returning the ensuing school year who has not accumulated enough coverage to remain covered over the summer months may seek continuous coverage at his own expense.

Severance Pay

When a person leaves the Blissfield School District, he/she will be paid for his/her accumulated unused paid leave days. The rate of payment will be two dollars per year of service for all unused paid leave days to a maximum of \$7,000. This does not apply to individuals who have been terminated by the district.

Travel Expense Reimbursement

Employees shall be reimbursed at the current IRS rate for administratively approved mileage and expenses consistent with Board Policy.

1. The amounts for those expenses which are not known in advance of the travel (such as for food, hotel, parking, etc.) shall be submitted to the Administration on the appropriate expense reimbursement claim form with appropriate receipts/documentation promptly after the travel.
2. An employee requesting mileage reimbursement for approved District business travel using his/her own personal vehicle shall submit to the Administration on the appropriate expense reimbursement claim form a request for mileage reimbursement which shall be at the amount per mile approved by the Administration consistent with the following:
 - a. Travel miles shall be calculated from the District building location to the destination and back or from the employee's home to the destination and back, whichever is less.
 - b. When the employee is required to report to a District building location either prior to departure or upon return, but not both, travel miles will be calculated based on the shortest required route so that the lowest total mileage that would be required for the person to complete the travel by using either the home or the District building location.

Extracurricular Schedule:

High School			
Position	max # positions	max % per	max % total
Head Football	1	10.00%	10.00%
Asst. Football	6	6.00%	36.00%
Head Basketball - Boys	1	10.00%	10.00%
JV Basketball - Boys	1	6.00%	6.00%
Freshman Basketball - Boys	1	5.00%	5.00%
Head Basketball - Girls	1	10.00%	10.00%
JV Basketball - Girls	1	6.00%	6.00%
Freshman Basketball - Girls	1	5.00%	5.00%
Head Volleyball	1	9.00%	9.00%
JV Volleyball	1	6.00%	6.00%
Freshman Volleyball	1	5.00%	5.00%
Head Wrestling	1	9.00%	9.00%
Asst. Wrestling	1	4.00%	4.00%
Assistant Girls Wrestling Coach	1	4.00%	4.00%
Head Baseball	1	9.00%	9.00%
JV Baseball	1	5.00%	5.00%
Freshman Baseball	1	4.00%	4.00%
Head Track - Boys	1	8.00%	8.00%
Asst. Track - Boys	1	4.00%	4.00%
Head Track - Girls	1	8.00%	8.00%
Asst. Track - Girls	1	4.00%	4.00%
Head Softball	1	9.00%	9.00%
JV Softball	1	5.00%	5.00%
Freshman Softball	1	4.00%	4.00%

Position	max # positions	max % per	max % total
Strength and Conditioning - Fall	1	2.00%	2.00%
Strength and Conditioning - Winter	1	2.00%	2.00%
Strength and Conditioning - Spring	1	2.00%	2.00%
Cheerleading - Fall	1	3.00%	3.00%
Competitive Cheerleading	1	4.00%	4.00%
Cross Country - Boys and Girls	1	6.00%	6.00%
Golf	1	6.00%	6.00%
Soccer - Boys	1	8.00%	8.00%
Soccer - Girls	1	8.00%	8.00%
Band (annual)	1	10.00%	10.00%
School Musical Director	1	6.00%	6.00%
School Musical Asst.	1	3.00%	3.00%
Vocal Music (annual)	1	1.00%	1.00%
High School Play	1	5.00%	5.00%
Mentor Teacher	-	-	\$250.00 stipend
Student Council	1	4.00%	4.00%
Senior Class Advisor	1	3.00%	3.00%
Junior Class Advisor	1	4.00%	4.00%
Sophomore Class Advisor	1	1.50%	1.50%
Freshman Class Advisor	1	1.50%	1.50%
FFA Advisor	1	10.00%	10.00%
District Improvement Team	2	1.00%	2.00%
Building Improvement Team	6	1.00%	6.00%
National Honor Society	1	2.00%	2.00%
PBIS Coach	1	2.00%	2.00%
PBIS Committee	6	1.00%	6.00%
6-12 Curriculum Chair	5	1.00%	5.00%

Robotics	1	8.00%	8.00%
ESports	1	3.00%	3.00%

Middle School			
Position	max # positions	max % per	max % total
Wrestling - 7/8	1	4.00%	4.00%
Volleyball - 7	1	4.00%	4.00%
Volleyball - 8	1	4.00%	4.00%
MS Cross Country - 7/8	1	4.00%	4.00%
Basketball - 7 boys	1	4.00%	4.00%
Basketball - 8 boys	1	4.00%	4.00%
Basketball - 7 girls	1	4.00%	4.00%
Basketball - 8 girls	1	4.00%	4.00%
Track - 7/8	4	4.00%	16.00%
Football - 7/8	4	4.00%	16.00%
Intramural Director - Spring	1	3.00%	3.00%
Intramural Asst.- Spring	1	2.00%	2.00%
Cheerleading Advisor	1	3.00%	3.00%
School Play	1	4.00%	4.00%
Mentor Teacher	-	-	\$250.00 stipend
Yearbook Advisor	1	3.00%	3.00%
Student Council Advisor	1	3.00%	3.00%
8th Grade Advisor	1	2.00%	2.00%
8th Grade Asst.	5	1.00%	5.00%
District Improvement Team	2	1.00%	2.00%
Building Improvement Team	6	1.00%	6.00%
Science Club Advisor	1	1.00%	1.00%
Math Club Advisor	1	1.00%	1.00%
MS Ag Advisor	1	3.00%	3.00%

PBIS Coach	1	2.00%	2.00%
PBIS Committee	6	1.00%	6.00%

Elementary School			
Position	max # positions	max % per	max % total
Outdoor Ed. Director	1	2.00%	2.00%
Outdoor Ed. Teacher	4	1.00%	4.00%
Grade Level Chairperson	6	2.00%	12.00%
Special Service Chair	1	1.00%	1.00%
District Improvement Team	2	1.00%	2.00%
Building Improvement Team	6	1.00%	6.00%
K.E.L.L. Lab Supervisor	1	8.00%	8.00%
PBIS Coach	1	2.00%	2.00%
PBIS Committee	6	1.00%	6.00%
K-5 Curriculum Chair	5	1.00%	5.00%
Mentor Teacher	-	-	\$250.00 stipend

Extracurricular		
Experience Year	BA	MA
1	\$39,000	\$42,000
2	\$41,300	\$44,300
3	\$43,600	\$46,600
4	\$45,900	\$48,900
5	\$48,200	\$51,200
6	\$50,500	\$53,500
7	\$52,800	\$55,800
8	\$55,100	\$58,100
9	\$57,400	\$60,400
10	\$59,700	\$62,700
11	\$62,000	\$65,000
12	\$64,300	\$67,300
13	\$66,600	\$69,600
14	\$68,900	\$71,900
15	\$71,200	\$74,200

- B. If one person assumes both Head and Assistant coaching positions, the Administration will determine if an extra percentage will be paid. If more than one individual shares responsibility for a position, the compensation shall be divided on a pro rata basis. The Board may grant previous experience at its discretion. All extracurricular positions are subject to assignment at the discretion of the Board.
1. The following activities specified in each letter below are recognized as crossover activities for the purpose of counting experience. A maximum of one year of experience can be earned during each school year.
 - a. Boys & Girls Basketball
 - b. Boys & Girls Soccer
 - c. Boys & Girls Track
 - d. Baseball & Softball
 - e. Senior, Junior, Sophomore & Freshman Class Advisor
 - f. School Improvement Team & Chair
 - g. Curriculum Review Team & Chair
 - h. High School & Middle School Student Council Advisor
 - i. High School & Middle School Play Director
- C. The District will post bargaining unit position vacancies for a period of one week (unless agreed upon by both parties). The District will hire the candidate that the District believes is the best person for the job.
- D. Extracurricular stipends will be paid in the following options: 1. Bargaining Unit members may elect to have their pay spread throughout the assignment period by Administration approval after two (2) years in the same position. 2. Bargaining Unit members and non-Bargaining Unit members may elect to be paid in one or two checks with the first check being issued half way through their assignment.
- E. The final payment will be made after completion of all responsibilities are fulfilled. Each person will perform the duties and responsibilities established by the Administration in a written job description for that position.

Blissfield Community Schools Appendix II

TEACHER PERFORMANCE-BASED COMPENSATION SYSTEM 2024-2027

PURPOSE

Blissfield Community School District will implement and maintain a method of compensation for its teachers that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. This teacher performance-based compensation system is designed to satisfy that statutory requirement and reward teachers for their performance.

The assessment of job performance is based upon an evaluation system that evaluates a teacher's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. Categories utilized to evaluate performance may also include, but not be limited to, demonstrated pedagogical skills, management of the classroom, professional development, community involvement, attendance, continuing education and achievement of other goals that may be assigned. In accordance with Section 1249 of the Revised School Code, data on student growth demonstrating the teacher's impact on student growth will be a significant factor of the annual performance evaluation rating of the teacher.

The teacher's performance will be rated at least annually utilizing one of the following three overall ratings: effective, developing, or needing support. The level of annual performance-based compensation will be based, in part, upon the individual teacher's demonstrated continuous effective performance.

Other than the wages and benefits identified in this Contract for the Contract term, there shall be no material increase in wages or benefits unless ratified by both parties. Upon expiration of this Contract, the bargaining unit shall not receive longevity, lane, or step increases, or increased benefits, unless expressly ratified by both parties.

QUALIFICATION

All employees paid under this Teacher Performance-based Compensation System are eligible for accrued performance-based compensation provided they meet the minimum qualifications. Eligibility may change to comply with changes to the State of Michigan or other applicable law and interpretations of law, including interpretations by the Attorney General. In order to qualify for additional performance-based compensation the following year, the teacher must receive an overall rating of "effective" in his/her annual performance evaluation and must have completed his/her duties and responsibilities.

PAYMENT TERMS:**PERFORMANCE-BASED COMPENSATION TABLE:****2024-2025**

YEARS	BA	MA
1	\$41,500.00	\$45,000.00
2	\$42,820.00	\$46,370.00
3	\$44,140.00	\$47,740.00
4	\$45,460.00	\$49,110.00
5	\$46,780.00	\$50,480.00
6	\$48,100.00	\$51,850.00
7	\$49,420.00	\$53,220.00
8	\$50,740.00	\$54,590.00
9	\$52,060.00	\$55,960.00
10	\$53,380.00	\$57,330.00
11	\$54,700.00	\$58,700.00
12	\$56,020.00	\$60,070.00
13	\$57,340.00	\$61,440.00
14	\$58,660.00	\$62,810.00
15	\$59,980.00	\$64,180.00
16	\$61,300.00	\$65,550.00
17	\$62,620.00	\$66,920.00
18	\$63,940.00	\$68,290.00
19	\$65,260.00	\$69,660.00
20	\$66,580.00	\$71,030.00
21	\$67,380.00	\$71,980.00
22	\$68,180.00	\$72,930.00
23	\$68,980.00	\$73,880.00
24	\$69,780.00	\$74,830.00
25	\$70,580.00	\$75,780.00
26	\$71,380.00	\$76,730.00
27	\$72,180.00	\$77,680.00
28	\$72,980.00	\$78,630.00
29	\$73,780.00	\$79,580.00
30	\$74,580.00	\$80,530.00

**Effective rating advances to the next year*

2025-2026

YEARS	BA	MA
1	\$42,000.00	\$45,500.00
2	\$43,320.00	\$46,870.00
3	\$44,640.00	\$48,240.00
4	\$45,960.00	\$49,610.00
5	\$47,280.00	\$50,980.00
6	\$48,600.00	\$52,350.00
7	\$49,920.00	\$53,720.00
8	\$51,240.00	\$55,090.00
9	\$52,560.00	\$56,460.00
10	\$53,880.00	\$57,830.00
11	\$55,200.00	\$59,200.00
12	\$56,520.00	\$60,570.00
13	\$57,840.00	\$61,940.00
14	\$59,160.00	\$63,310.00
15	\$60,480.00	\$64,680.00
16	\$61,800.00	\$66,050.00
17	\$63,120.00	\$67,420.00
18	\$64,440.00	\$68,790.00
19	\$65,760.00	\$70,160.00
20	\$67,080.00	\$71,530.00
21	\$67,880.00	\$72,480.00
22	\$68,680.00	\$73,430.00
23	\$69,480.00	\$74,380.00
24	\$70,280.00	\$75,330.00
25	\$71,080.00	\$76,280.00
26	\$71,880.00	\$77,230.00
27	\$72,680.00	\$78,180.00
28	\$73,480.00	\$79,130.00
29	\$74,280.00	\$80,080.00
30	\$75,080.00	\$81,030.00

** Effective rating advances to the next year*

2026-2027

YEARS		
1	\$42,500.00	\$46,000.00
2	\$43,820.00	\$47,370.00
3	\$45,140.00	\$48,740.00
4	\$46,460.00	\$50,110.00
5	\$47,780.00	\$51,480.00
6	\$49,100.00	\$52,850.00
7	\$50,420.00	\$54,220.00
8	\$51,740.00	\$55,590.00
9	\$53,060.00	\$56,960.00
10	\$54,380.00	\$58,330.00
11	\$55,700.00	\$59,700.00
12	\$57,020.00	\$61,070.00
13	\$58,340.00	\$62,440.00
14	\$59,660.00	\$63,810.00
15	\$60,980.00	\$65,180.00
16	\$62,300.00	\$66,550.00
17	\$63,620.00	\$67,920.00
18	\$64,940.00	\$69,290.00
19	\$66,260.00	\$70,660.00
20	\$67,580.00	\$72,030.00
21	\$68,380.00	\$72,980.00
22	\$69,180.00	\$73,930.00
23	\$69,980.00	\$74,880.00
24	\$70,780.00	\$75,830.00
25	\$71,580.00	\$76,780.00
26	\$72,380.00	\$77,730.00
27	\$73,180.00	\$78,680.00
28	\$73,980.00	\$79,630.00
29	\$74,780.00	\$80,580.00
30	\$75,580.00	\$81,530.00

**Effective rating advances to the next year*

CRITERIA: ADVANCEMENT TO NEXT LEVEL:

- Annual performance evaluation (includes student growth component - shared attribution)
- Effective rating

PRORATED COMPENSATION

A qualifying employee who resigns during the school year will receive a prorated base salary in accordance with the Master Agreement.

A qualifying employee who does not complete the school year will not be eligible to receive performance-based pay.

A qualifying employee who takes an unauthorized leave of absence during the school year will not be eligible to receive additional performance-based compensation the following year.

A qualifying employee who takes an approved leave of absence for more than 90 school days shall not receive additional performance-based compensation the following year.

NEW HIRE TEACHER

If approved by the Superintendent, Blissfield Community School District may award a performance-based compensation level to a newly hired teacher based upon his/her demonstrated performance achievement with another employer. Blissfield Community School District may defer awarding performance-based compensation to a newly hired teacher until the teacher has been employed for at least one year and has achieved an Effective overall rating in an annual performance evaluation.

APPEAL PROCESS

Teachers should first contact and meet with the principal if there is a concern regarding their accomplishments in any of the components of the Teacher Performance-based Compensation System. If, after meeting with the principal, the concern still exists, the following people should be contacted in the order listed below. Advancement to the next level is only necessary if the teacher remains unsatisfied.

1. Building Principal
2. Superintendent

DEFINITIONS

Performance-based Compensation: Accrued Performance-based Compensation and Additional Performance-based Compensation.

Accrued Performance-based Compensation: Performance-based Compensation which has been awarded, paid and accumulated.

Applicable Credit Hours: Continuing education credit hours achieved from an accredited college or university that are related to improvement of the teacher in the assigned teaching position as determined by Administration. All qualifying credit hours must be approved in advance and must be successfully achieved in order to be eligible for additional compensation.

Total Compensation: The gross income for the teacher includes the teacher's base salary, the Performance-based compensation Performance-based Compensation awarded and paid to the teacher, and other forms of compensation except extra duty pay being received by the teacher

for work that exceeds pay for the standard working days defined in the collective bargaining Agreement.

Needing Support: Not producing the expected results. Generally not capable of performing satisfactorily as evidenced in the annual performance evaluation and other documentation.

Developing: Minimally produces the expected results. Shows signs of being capable of performing satisfactorily as evidenced in the annual performance evaluation and other documentation, but is not consistently performing in a manner that produces expected results.

Effective: Produces the expected results. Is not only capable of producing the expected results, but performs satisfactorily as evidenced in the annual performance evaluation and other documentation. In addition, consistently performs in a manner that produces expected results.