

MASTER AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
OF THE EAU CLAIRE PUBLIC SCHOOLS
AND
THE EAU CLAIRE EDUCATION ASSOCIATION MEA/NEA



2024-2025

2025-2026

2026-2027

(Approved July 15, 2024)

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**MASTER AGREEMENT
BETWEEN THE BOARD OF EDUCATION
AND THE EAU CLAIRE EDUCATION ASSOCIATION**

This Agreement was entered into on the 15th of July 2024 by and between the Board of Education of the Eau Claire Public Schools, Eau Claire, Michigan (the “Board”), and the Eau Claire Education Association/Michigan Education Association/National Education Association (the Employees).

The Board and the Association recognize that providing a quality education for the children of Eau Claire is their mutual aim and that the character of such education depends predominantly on the quality and morale of bargaining unit employees the (Employees), who are particularly qualified to assist in formulating policies and programs designed to improve education standards.

The parties have reached certain understandings which they desire to confirm in this Agreement and in consideration of the following mutual covenants, agree as follows:

**ARTICLE 1
RECOGNITION**

- A. The Board recognizes the Association as the sole and exclusive bargaining representative as defined in the Michigan Public Employment Relations Act (PERA), as amended, for all bargaining unit employees, including the following personnel: tenure teachers, probationary teachers, special education teachers, intervention teachers, social workers, counselors, specials teachers, and guidance counselors.. All other staff are excluded from the recognition clause until they attain appropriate Michigan certification or licensure and will have an individual employment contract.
- B. Association representation shall exclude the Superintendent, Principals, and any other personnel engaged in fifty percent (50%) or more of the time in supervision of professional personnel.
- C. The term “Employee” refers to all professionals listed above in section (A) represented by the Association in the bargaining unit defined above.
- D. The term “Board” refers to the Board of Education of the Eau Claire Public Schools and as appropriate, to its Superintendent and administrative employees.

**ARTICLE 2
SCHOOL BOARD RIGHTS**

- A. All rights which are ordinarily vested in and have been exercised by the Board, except those which are clearly and expressly relinquished by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board following prior discussion with the Association. Such rights shall include, by way of illustration and not by way of limitation, the right to:
 - 1. Manage and control the District’s business, equipment, and operations, and to direct its working forces and affairs.
 - 2. Continue its rights and past practice of assignment and direction of work to all of its personnel, determine the number of shifts and hours of work and starting times and scheduling of all the foregoing and the right to establish, modify, or change any work or business hours or days not in conflict with the specific provisions of the Agreement.

3. The right to direct the working forces, including the right to hire, promote, transfer, suspend and discharge, assign work (if outside the Member's classification, that assignment will be temporary and of a short duration), determine the size of the workforce, and to lay off Members.
4. Determine the services, supplies, and equipment necessary to continue its operations and to determine the methods, schedules and standards of operations, the means, methods, and processes of carrying on the work or changes, and the institution of new and/or improved methods or changes.
5. Adopt rules and regulations.
6. Determine the qualifications of Employees.
7. Determine the essential job functions required for the Employee's assignment. If it is necessary to evaluate an Employee's ability to perform the essential job functions of the assignment, the Board shall seek appropriate medical opinion.
8. Determine the number and location or relocation of its facilities, including the establishment or relocation of new schools, buildings, departments, divisions or subdivisions, buildings, or other facilities. In all of the foregoing changes the Board will first discuss with the Association such changes and the educational implications of those changes.
9. Determine the financial policies, including all accounting procedures.
10. Determine the size of the management organization, its functions, authority, and amount of supervision, as well as the table of organization provided in this Agreement.
11. Determine the policy affecting the selection and training of employees, providing that such selection shall be based on lawful criteria.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Board, the adoption of policies, rules, regulations, and practices, and the use of related judgment and discretion shall be limited only by the specific terms of this Agreement and then only to the extent such specific terms conform with the Constitutions and laws of Michigan and the United States.

Nothing in this Agreement shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the law.

ARTICLE 3 ASSOCIATION RIGHTS

- A. The Association shall have the right to use school buildings and facilities other than during regular school hours for meetings, conferences, and other functions connected with the activities of the Association upon approval of the Building Principal, or Superintendent in absence of the Principal.
- B. The Association shall have membership on the school calendar committee and the school handbook committee. Because the school calendar is negotiable, except as may be regulated by law or identified as a prohibited bargaining subject, final approval of the school calendar committee's recommended calendar shall be subject to a ratification vote by the Association and the Board.
- C. The Association is guaranteed to have the first place for new business on the agenda for each regular Board meeting provided that:

1. The Association business has been submitted to the Superintendent or designee by no later than Wednesday noon preceding the regular Board meeting.
 2. The above indicated item(s) of business appear on the agenda of that Board meeting as Association business and not as business relative to any specific teacher or to any specific bargaining unit employee.
- D. The Association shall have the right to use the inter-building mail distribution procedure.

ARTICLE 4 ASSIGNMENTS

- A. The Superintendent, in their discretion, determines when a vacancy exists and when a posting is to be made. Consistent with Revised School Code Section 1248, teacher placement decisions will be made by the Superintendent in their discretion based on the following factors:
1. Staffing the curriculum with the most effective and qualified teachers to instruct the applicable courses and grade levels.
 2. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization is determined by the Revised School Code, the MDE Teacher Certification Code, the MDE Rules for Special Education Programs and Services, and other applicable statutes and regulations.
 3. Teacher placement decisions must be made based on effectiveness criteria established by Revised School Code Section 1249.
 4. Teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documents on file with the Superintendent's office, including but not limited to:
 - a. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - b. Credentials needed for District, school, or program accreditation;
 - c. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - d. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - e. Disciplinary record, if any;
 - f. Length of service in grade level(s) or subject area(s);
 - g. Recency of relevant and comparable teaching assignments;
 - h. Previous effectiveness ratings;
 - i. Attendance and punctuality;
 - j. Positive or negative rapport with colleagues, parents, and students;

- k. Ability to withstand the strain of teaching;
 - l. Compliance with state and federal law; or
 - m. Any other reason that is not arbitrary or capricious.
- 5. Length of service may be considered as a tiebreaker if a teacher placement decision involves two (2) or more teachers and all other distinguishing factors are equal.
- 6. If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- B. Employees shall receive a letter of reasonable assurance of employment by the end of the school year. After the reasonable assurance letter has been issued, if enrollment increases or decreases, or an employee resigns, the superintendent has the right to to change assignments.
- C. If an assignment change is made the superintendent or designee shall consult with the affected employee(s) before the implementation of the new assignment.

ARTICLE 5 LAYOFF AND RECALL

- A. Consistent with Revised School Code Section 1248, teacher reduction/recall decision will be based on the following clear and transparent procedures:
 - 1. Acting within the approved budget, the Superintendent shall establish the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board those teaching positions subject to reduction.
 - 2. In the event of layoff, non-certified employees, in positions that require certification, and temporary employees will be laid off first, provided there are certified and qualified employees to replace them as allowed by law.
 - 3. Teacher reduction and recall decisions are based on teacher effectiveness criteria established in Revised School Code Section 1249.
 - 4. Teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documents on file with the Superintendent's office, including but not limited to:
 - a. Compliance with applicable state or federal regulatory standards including standard established as a condition to receipt of foundation, grant, or categorical funding;
 - b. Credentials needed for District, school, or program accreditation;
 - c. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - d. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;

- e. Disciplinary record, if any;
 - f. Length of service in grade level(s) or subject area(s);
 - g. Recency of relevant and comparable teaching assignments;
 - h. Previous effectiveness ratings;
 - i. Attendance and punctuality;
 - j. Positive or negative rapport with colleagues, parents, and students;
 - k. Ability to withstand the strain of teaching;
 - l. Compliance with state and federal law; or
 - m. Any other reason that is not arbitrary or capricious.
5. A teacher must provide the District with current information and documentation supporting the teacher's certification and qualifications.
 - a. Reduction and recall decisions will be based on the teacher's certification and qualifications recorded in the District's records at the time of the decision.
 - b. A laid-off teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.
 - c. Failure to maintain current contact information may negatively affect the teacher's recall.
 6. Teacher reduction and recall decisions are made by Board action.
 7. The Superintendent shall determine the positions proposed to be eliminated and shall meet with the Association President at least ten (10) days before the meeting at which the Board will consider proposed layoffs for the purpose of discussion and reviewing the proposed layoffs and related matters.
 8. Employees being laid off shall receive a thirty (30) calendar day notice in writing before the effective date of layoff.
 9. The Superintendent will provide written notice to each affected teacher and the Association of all teacher reduction or recall decisions made by the Board.
 10. A laid-off teacher is eligible for recall for twelve (12) months from the effective date of implementing the reduction and pursuant to the following factors.
 - a. The Superintendent will first identify the grade level(s), academic level(s), or department(s) with a teaching vacancy.
 - b. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign a teacher(s) to fill vacancies in accordance with this Article.
 - c. After or in lieu of any reassignment of existing teaching staff, the Superintendent may fill a vacancy by:
 - i. Recalling the laid-off teacher who is certified and qualified for the vacancy if that teacher was rated at least effective in the most recent year-end evaluation. If more than one (1) laid-off teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix; or
 - ii. Posting the vacancy and considering all applicants if the Superintendent determines that the District's educational interests would be served and no teacher on layoff meets the certification and qualification requirements for

the position.

- d. The Superintendent will provide written notice of the Board's recall decision to the recalled teacher(s) and will establish the time by which a teacher must accept recall to preserve the teacher's employment rights.
 - e. A laid-off teacher who is offered an interview for a vacancy and does not attend that interview forfeits all rights to recall and continued employment.
 - f. A laid-off teacher who is recalled and does not accept recall by the time specified in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, extends either time limit in writing.
11. In the event of layoff the order of reduction for Employees shall be as follows:
- a. For a layoff that occurs at the end of the school year, any laid off Employee who receives district insurance, shall have those insurance benefits continued in the same manner as before the layoff throughout the summer recess (August 31st). For a layoff that occurs during the school year, any laid off Employee who receives District insurance shall have those insurance benefits continued in the same manner as before the layoff until the end of the month that follows the effective date of layoff. After that, a laid off Employee may continue their insurance benefits in accordance with the insurance carrier's layoff/benefit continuation policy inclusive of the Employee paying the subscriber group rate premium for the Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

ARTICLE 6 EMPLOYEE CONDITIONS

A. Professional Day

1. The reporting and dismissal times for Employees shall be determined by the Administration. Employees shall report to their assigned buildings no later than ten (10) minutes before the start of the first period of the student's day, and will be in their assigned position/buildings after the close of the student's day to attend to those matters which properly require attention at the time, including faculty meetings, consultations with parents, conferences, and meetings with Administration, or other matters as directed by the Administration except on days where a staff meeting is scheduled with a minimum of seven (7) days' advance notice.
2. Regular Full Day:
Employees work: High School/Middle School Monday-Friday 7:35-3:00 and
Lybrook Monday-Thursday 7:45-3:10
If an employee is assigned to both buildings, they will follow the schedule at which they spend the majority of time
3. On Fridays and the day before a holiday: no after school meetings will be held, unless there is an emergency need.
4. Staff Meetings will be held once per month with at least seven (7) days notice. Building staff meetings will extend the Employee's day by one (1) hour. If the meeting continues

five (5) or more minutes beyond this limit, Employees are not required to stay.

5. Other Meetings: An Employee's day may be extended by one (1) hour for other meetings, pending mutual agreement between building staff and building administrator and the association and with a minimum of seven (7) days' advance notice.
6. Meetings with less than (7) days' advance notice will be considered optional.
7. Parent Teacher Conferences: Employees shall receive hour-for-hour compensation or compensatory time off. *Example: If PTC are Wednesday (4-7) = 3 hours and Thursday (1-6) =3 hours, Employees would receive 6 hours of compensation.*
8. Half Day Comp Days: On scheduled comp days the Employees' work day shall be 7:35-12:00 with compensation time beginning at noon.
9. Records Day: At the end of each semester only Employees shall be provided time (up to 1/2 day) for completion of records and student assessments.

B. Employee Workload

1. The workload for full-time Employees will be no less than thirty-one (31) hours but not exceed 32.5 hours of formal student instruction/supervision per week.
2. Duty-Free Lunch: All Employees shall receive a duty-free, uninterrupted lunch period. In each separate building all lunch periods shall be of equal length for Employees in that building. Every effort will be made to ensure that meetings shall not occur during an employee's duty-free lunch period. If such a meeting should occur, the employee shall be provided a Duty-Free Lunch at a mutually agreeable time.
3. Planning/Preparation Time: All Employees classified as classroom teachers shall receive a planning/preparation period equal to no less than one (1) class period per scheduled day.
4. Lesson planning is an expectation of Employees and lesson plans are required to be accessible to administration before the start of each week. Each building's leadership team will determine the requirements.
5. Meetings during Instructional Day: Employees will be provided substitute coverage for student related meetings that require their attendance (i.e., IEPs, 504s, Parent Meetings, Student Success Teams).
6. Employees classified as classroom teachers shall not be assigned more than four (4) subject preparations per semester without additional compensation of \$500.00 per additional preparation per semester. **Band, Art, and Physical Education courses are considered to be one subject each and do not qualify for this stipend.*
7. Employees classified as teachers who do not teach the designated load as outlined in this section are not entitled to a paid preparation period. Rather, the preparation period will be prorated based on teaching time (example: a teacher who works 15-16 hours shall receive a planning/preparation period equal to no less than ½ of a full class period per scheduled day).
8. Employees who substitute teach during their conference/preparation period shall be paid at the rate of forty dollars (\$40.00) for each full period for which they substitute.
9. When the District is unable to secure a substitute and an Employee is assigned to cover or monitor another Employee's class or portion of the class for the school day, the assigned

Employee shall be paid a portion of \$222.50 (determined by the average of the daily sub costs and 7 periods of extra duty pay).

10. If any Employee works more than the normal teaching load set forth in this Article, they shall receive additional compensation at one and one half (1-1/2) times their hourly per diem rate for each period over the normal-workload.
11. Any Employee who is absent from class due to tardiness, leaving early, or scheduled to attend a meeting not approved in advance by Building Administration is responsible for deducting the time from their personal time in Skyward. **Notification of tardiness shall be provided to the supervisor by 7:00 a.m. unless there is an emergency.* A continued pattern of tardiness or leaving early may result in disciplinary action.
12. Employees shall be released, on an as-needed basis with the Principal's approval, for preparation, planning, grade level, department, and building-wide meetings.
13. Parent/Guardian Observations/Visits: When a parent wants to observe an instructional activity in a classroom, every effort will be made by Administration to schedule the visit at a mutually agreeable time, but within five (5) days of the request. Parents will only be allowed to visit and observe a classroom during an instructional activity at such times as their child is in attendance or during an open visitation period designated by the Administration if the parent is considering enrolling their child in that school, program, or class. *This provision is not intended to prevent the Administration from conducting walk-through type tours of the building or facilities.*
14. The last contract day for Employees shall include those year-end responsibilities considered necessary by the Administration including requisition of materials for the ensuing school year, inventories, and equipment storage.

C. Employees will remain on the assigned school premises during the entire school day, including the preparation period, except by permission of the Building Principal or designee. An Employee's duty-free lunch period is exempt from this provision.

D. School Closures

1. If the school is closed (short term) due to emergency related events, Employees are not required to report for work.
2. In the event of school closure in which the District is closed due to an internal or external emergency outside the District's control (i.e., pandemic) or a non-emergency circumstance, the Employee shall report to work on time unless notified otherwise by the Superintendent or designee to work remotely.
3. School day(s) lost due to any of the above conditions, which are required by State authorities to be made up to avoid loss of State School Aid, shall be rescheduled on the identified date(s) through mutual agreement between the Superintendent and Association. Employees shall be notified promptly of the intent to reschedule day(s) lost. Days that the District is required to reschedule due to any reason, shall be at no additional salary expense to the District.
4. Before school is closed to adverse weather conditions, consideration shall be given to a delayed or late start for each day in question.

5. If the school is closed after Employees have reported for work, Employees may be dismissed along with the students at the Superintendent's discretion

ARTICLE 7 PROTECTION OF EMPLOYEES

- A. The Board recognizes that Employees are professionals and shall give all reasonable support and assistance to Employees classified as teachers as to the maintenance of control and discipline in the classroom. An Employee classified as a teacher may remove a student from one (1) class for up to one (1) school day when the grossness of the offense, persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable and a detriment to learning for the other students.-In such cases, the Member Employee shall follow guidelines set forth in Board Policy and MCL 380.1309. If a student physically assaults a teacher (intentionally causing or attempting to cause physical harm to another through force or violence [MCL 380.1310]), at a minimum the student will not be returned to a classroom on the same day of the assault and an investigation will be conducted into the incident.
- B. As appropriate, Employees with intervention training may use Seclusion and Restraint only for limited purposes according to Revised School Code § 1312.
- C. Any physical assault upon an Employee shall be reported promptly to the building administrator who will then contact the Superintendent and law enforcement/SRO. At the employee's request, the Board will provide up to five (5) hours of legal counsel for the purpose of advising the Employee of their rights and obligations as to such assault.
- D. If any formal legal action is taken against an Employee resulting from the Employee's performance within the scope of their employment, and such performance is not contrary to or in violation of Board Policy, rules or regulations, directives issued by the Administration or this Agreement, the Board shall provide the Employee with legal defense against any such formal legal action upon written request from the Employee.
- E. If an Employee is required to miss school to meet with legal counsel or law enforcement or judicial authorities pertaining to a school-related incident, time lost by the Employee shall not be charged against the Employee provided the Employee has acted within the scope of the Board Policy, rules or regulations or directives issued by the Administration and this Agreement.
- F. The Board, at the Superintendent's discretion, will reimburse an Employee for loss to personal property incurred by an Employee while on duty or at a school-related function, provided that loss was not due to the Employee's negligence. The Board is not responsible for any reimbursement covered by personal or homeowner's insurance. The Board, through the Superintendent's discretion, upon proper documentation, will reimburse the Employee up to a maximum of five hundred dollars (\$500).

ARTICLE 8 DISCIPLINE

Whenever it becomes necessary to discipline a member of the staff, the Superintendent shall utilize the following principles and procedures:

- A. A teacher may only be discharged, demoted, or otherwise disciplined for a reason that is not arbitrary or capricious. In all instances, discipline, discharge, and demotion shall occur in accordance with the statutory requirements under the Teacher Tenure Act and the Revised School Code.
- B. The Superintendent or designee shall conduct an investigation of any alleged act or omission by a teacher that could result in disciplinary action. The teacher shall be provided with oral or written notice of the issue or incident being investigated.
- C. The investigation shall include, at a minimum, interviews of appropriate persons and a meeting with the subject teacher and, if requested or if required by the bargaining agreement, the teacher's designated representative (either another employee or a union representative if part of a bargaining unit) to allow the teacher an opportunity to respond to the complaint. Prior notice of this meeting shall be provided to the teacher for any discipline that may result in a suspension or loss of pay. The meeting shall not proceed without the teacher's designated representative; however, the meeting shall not be unduly delayed to secure the attendance of the teacher's preferred representative. The District may substitute another representative from the union to timely process the investigation.
- D. After completion of the investigation, if discipline is to be imposed, the teacher shall receive written notice of the discipline and this notice shall also be placed in the teacher's file.
- E. Discipline may include, but is not limited to:
 - 1. written warning;
 - 2. written reprimand;
 - 3. suspension (paid or unpaid);
 - 4. discharge;
 - 5. financial penalty in accordance with Michigan law.
- F. The District does not have to apply discipline in a progressive manner, but, rather, may impose discipline consistent with the seriousness of the teacher's conduct, as determined by the District. Additionally, nothing in this policy limits the District's right to take other appropriate action, such as placing a teacher on paid administrative leave during the pendency of an investigation or issuing a counseling memorandum, which is considered instructional, not disciplinary.
- G. If it appears that disciplinary action beyond written reprimand may be necessary, the administrator should contact the Superintendent to discuss the disciplinary action that is to be taken.
- H. The administrator's decision to impose any disciplinary action that is not subject to Board review, as described below, is final. The following disciplinary actions may only be imposed by the Board in adherence with the requirements of the Teacher Tenure Act:
 - 1. discharge of a tenured or probationary teacher;
 - 2. demotion of a tenured teacher (which includes suspension for fifteen (15) or more consecutive days without pay or a reduction in compensation by more than the equivalent of thirty (30) days compensation in one (1) school year);
 - 3. non-renewal of a probationary teacher.
- I. In the event that an employee is subject to disciplinary action resulting in unpaid leave, the employee has the right to negotiate the specific dates for the unpaid leave deduction.

ARTICLE 9 EVALUATION

- A. This Article applies only to a “teacher” as defined in Revised School Code Section 1249.
- B. An employee will be evaluated pursuant to the Thoughtful Classroom model consistent with Revised School Code Section 1249 and the Teachers’ Tenure Act.
- C. Employees who have received an effective rating in their most recent three evaluations may be evaluated every other year. In the event there is no year-end evaluation as described above, the employee shall be deemed “effective” per the year-end evaluation determination.
- D. The classroom observations used in the year-end performance evaluation must include a review of the teacher’s lesson plan for the day of the observation and the state curriculum standard being used in the lesson. The lesson plan shall be available to the administrator at the pre-observation meeting prior to the classroom observation.
- E. After two less than effective year end evaluation ratings, an employee, at their request will be co-evaluated by an additional administrator.
- F. The District will measure student growth in accordance with state requirements. The District will conference and collaborate with the Association about the metrics used for the student growth portion or other portions of the educator evaluations.
- G. The year-end evaluation must be held at a meeting with the observing administrator and the employee no later than the last day of each instructional calendar year.
- H. Employees coming off an extended absence (e.g., FMLA, maternity leave, unpaid leave of absence) shall not be observed sooner than two weeks after their return or at a mutually agreed-upon time.
- I. Employees have the right to submit a rebuttal to their evaluation which will be included in their personnel file and attached to the year-end evaluation.
- J. Probationary teachers cannot challenge any aspect of the evaluation process, including but not limited to observations, the IDP, the mid-year performance review, or assigned rating.
- K. An alleged violation of this Article is not subject to arbitration in the grievance process. An arbitrator, however, has jurisdiction to consider a grievance brought by a tenured teacher who receives two (2) consecutive ratings of “needing support” pursuant to the conditions in Revised School Code Section 1249.

ARTICLE 10 PAID LEAVE

- A. Employee are entitled to twelve (12) days of paid leave, in addition to any leave days accumulated from the Employee's previous year(s) in the District, to be credited at the start of their school year.
1. Absences more than accumulated and credited leave shall be deducted from the Employee's salary. Paid leave days not used shall carry over and shall be added to their leave allotment.
 2. Paid sick leave for Employees shall accumulate without limit. Each returning Employee shall receive access through the school electronic attendance management system (e.g., Skyward) at the beginning of the school year of the number of paid leave days which they have accumulated.
 3. Paid leave days are for use as protection against loss of income because of absences due to:
 - a. personal illness
 - a. personal health
 - b. family illness
 - c. family health care
 - d. maternity/adoption/child care
 - e. funeral/bereavement
- Limits to the use of paid leave shall include: five (5) days for funeral or bereavement, of which the first two (2) such funeral or bereavement days for a parent, spouse, children, siblings, in-laws, grandparents, grandchildren, and domestic partner per occasion, shall not be deducted from sick leave. All indicated use limits may be extended by the Superintendent or designee upon written request.
4. To apply for special use of paid leave days for reasons other than what is listed in A-3 on days before a holiday or scheduled breaks, or on consecutive scheduled school days, the Employee must submit a written request to the Superintendent within at least five (5) days before the requested day. The Superintendent has the sole authority and discretion to grant the request based on the number of requests, the number of prior requests made by individual making requests, and the availability of substitutes.
 5. Any Employee employed by the Board, upon leaving the employment of the Eau Claire Public Schools and who has at least twelve (12) years of employment in the District, shall receive, as additional gross earnings, a sum of money equal to the total number of the Employee's accumulated and unused leave days (up to a maximum of one hundred and ten (110) days) times one-half of the current substitute teacher pay rate.
- B. Up to four (4) days of paid leave per school year may be used for any reason without disclosure of that reason. These days shall be labeled "personal" days. Only two (2) personal days shall be used consecutively. Personal days may not extend holidays/vacations without the written approval of the Superintendent or designee. Unused personal days shall roll into the employee's paid sick leave balance at the conclusion of each year.
- C. Paid leave may not be used on days immediately before or after vacations, legal holidays, record

days, or Employee professional development days except for sudden emergencies or by approval of the Superintendent or designee. An Employee who is absent during indicated non-use days may be asked to provide documentation of reason(s), and may suffer loss of wages for said absences.

- D. After 3 consecutive absences an Employee may be required to have clearance certified/signed by a physician stating the Employee is able to return to work.
- E. The Superintendent may, at their direction, require any Employee to submit to physical and/or psychological examination by a physician designated and paid for by the District. If the Employee wants their physician to conduct the exam, the Employee shall pay the cost. An Employee using their own physician must agree to allow a consulting physician designated by the Superintendent to review their medical records and consult with the attending physician about their condition. Statements made by the physicians will be considered by the Superintendent, as evidence in determining the Employee's fitness to continue their employment. When the Employee's attendance record shows recurring absences which appear to be the result of a chronic illness, the Superintendent may require the Employee to verify the condition and visit their physician for evaluation and treatment at stated intervals.
- F. When the Employee is eligible to receive worker's compensation paid benefits, paid leave may be used to supplement the compensation benefit received such that the total amount paid to the Employee will equal but not exceed the regular salary for the absence period, provided that such use does not reduce the worker's compensation benefit.
- G. Jury Duty or District Related Court Appearance: Any Employee absent due to jury duty or District related court appearance, provided such appearance is connected with or arises from being a District employee, shall not lose salary, benefits, or leave time. Any compensation, excluding meal and mileage allotments, received from such duty shall be remitted to the District..

ARTICLE 11 UNPAID LEAVES OF ABSENCE

- A. To the extent required by the Family and Medical Leave Act (FMLA), an eligible Employee shall be granted leave for the purposes and subject to the terms and conditions as provided by that law.
- B. If any Employee exhausts their paid leave under this Article due to extended illness or disability, the Employee shall be placed on a leave of absence without pay for such time as needed to complete recovery not to exceed one (1) year, unless extended by the Superintendent. Upon return from leave, the Employee shall be assigned to a substantially equivalent position when available.
- C. Disability and/or illness related to pregnancy will be treated as any other disability and/or illness.
- D. Employees may submit a request for a leave of absence without pay to the Superintendent for consideration. The request shall be in writing on the application provided by the Superintendent and contain a full explanation of the reason(s) for the desired leave of absence. The Superintendent shall consider the request and provide a written answer granting or denying the leave of absence. The Employee may accept by submission of an amendment to the original application. Upon return from such leave, the Employee will be placed at the same salary schedule position to which the Employee was at the effective date of the leave.
- E. The Superintendent may grant an unpaid leave of absence following an Employee's written request by a Employee for such a leave according to the following conditions:

1. An Employee who is unable to teach due to personal illness or disability, and who has exhausted all paid leave available, may be granted a leave of absence without pay for the duration of the illness or disability, for up to one (1) year. Upon the Employee's written request, the Superintendent at their discretion, may grant an extension of one (1) additional year's leave. Upon return from such leave, the Employee shall be placed at the position on the salary schedule position to which the Employee was entitled for the next school year at the effective date of the leave.
2. A uniformed services leave of absence may be granted to any Employee who is inducted into the uniformed services. Upon return from such leave, an Employee shall be placed at the same salary schedule position as they would have been placed had they been in the District during the leave period.
3. A leave of absence may be granted to any Employee upon application for the purposes of parental care of their newborn or newly-adopted child per the Family and Medical Leave Act. Upon return from such leave, the Employee shall be placed at the same salary schedule position to which the Employee was entitled for the next school year at the effective date of the leave.

F. All leaves are subject to the following conditions:

1. All leaves of absence shall not be extended, unless expressly approved by the Superintendent.
2. Upon return from leave, the Employee may be placed in the same salary schedule position to which the Employee was entitled for the next school year at the effective date of the leave, unless otherwise specified by this Article.
3. Except in an emergency which precludes such notice, the Employee shall provide the Superintendent with the leave request notice at least thirty (30) days in advance.
4. All leaves shall be for the remainder of the school year or for a full school year unless otherwise expressly approved by the Superintendent or specified by this Article or the Family and Medical Leave Act. Return from leave specified in Section B of this Article shall be at the beginning of the school year immediately following expiration of the leave period.
5. An Employee who desires to return from an unpaid leave, upon expiration of their leave, shall be considered as an applicant for any vacancy for which they are certified and qualified.

ARTICLE 12

SUPERVISION OF STUDENT TEACHING/MENTORING

- A. The Superintendent shall make the final placement of student teachers or administrative interns.
1. The supervising staff Employee shall have had no less than four (4) years of successful experience in the area of assignment.
 2. Professional staff Employees who agree to serve as supervisors of student teachers or administrative interns may accept honoraria or stipends directly from the college/university for

those services rendered outside the regular school day and above and beyond the duties and responsibilities specified in their contracts.

The Superintendent may provide, in cooperation with appropriate colleges and universities, a "field experience" program in order for selected interns to gain first-hand knowledge of and experience in a school environment.

The Superintendent may terminate a teaching program if one (1) or more aspects of the program are not of high quality or meeting District needs or expectations.

- B. Qualified teachers are encouraged to participate in the student teaching program. A teacher shall be qualified if they hold at least a Bachelor's Degree and are Tenured teachers who have completed at least one (1) full year of teaching in the District.
- C. A supervising teacher may have only one (1) student teacher per semester.
- D. No student teacher shall be assigned to a supervising teacher without the prior written consent of both the supervising teacher and the Building Principal.
- E. The Building Principal shall appoint a person, who qualifies under Revised School Code Section 1526 of the Revised School Code as a mentor for each probationary teacher.
- F. Any person selected to supervise a student teacher or serve as a mentor may decline.
- G. A mentor teacher shall have at least three (3) years of teaching experience and shall have received an effective rating on their most recent evaluation. Exceptions to this standard may be made if these criteria cannot be met.
- H. Every reasonable effort shall be made to match mentor teachers and probationary teachers who work in the same building and have the same certification areas.
- I. Probationary employees shall only be assigned to one (1) mentor teacher at a time.
- J. Upon request, the Administration shall make available reasonable release time so the mentor may work with the mentee in their assignment during the regular workday. When possible, the mentor and mentee will be assigned a common preparation time.
- K. Each mentor so engaged pursuant to this Article shall receive a stipend according to the amount listed in Article 13.

ARTICLE 13 PROFESSIONAL LEARNING

- A. The Superintendent may plan and implement a program of staff development for professional Employees and support staff members and explore other training programs.

Such staff development programs should be designed to address the professional development needs of staff members who are working at a particular level, involved in a particular course or subject, or need to be prepared for a new assignment.

Whenever feasible, principals should participate with their staff members in order to ensure better follow-up and support.

During the first three (3) years of employment, each nontenured professional staff member shall be provided fifteen (15) days of professional development related to his/her Individual Development Plan. The Superintendent shall also arrange for the assignment to each such staff member of one or more mentors who have demonstrated proficiency in the teaching skills established in the staff member's IDP.

The Superintendent shall arrange to provide each member of the teaching staff with at least five (5) days of professional development annually. These days shall be in addition to any of the required fifteen (15) days of professional development provided to non-tenured teachers during their first three (3) years of teaching.

- B. Full Day in District professional development days will be scheduled : (7:45-3:00) with a 1- hour lunch.
- C. If the in-District professional development day continues five (5) or more minutes beyond the above stated time, Employees are not required to stay. If employees are asked to stay 15 or more minutes beyond the scheduled professional development time, they shall receive either hour-for-hour compensatory time off or be paid at the rate of forty dollars (\$40.00) per hour if the Employee stays beyond the scheduled time.
- D. Professional Development (outside the instructional calendar)
 - 1. Highly Recommended PD: This category covers Professional learning that is highly recommended for teachers (outside of teacher contract) and is necessary for teachers to complete the training for expected implementation. The District will pay the Employee(s) registration fee and compensation at the per diem rate. Prior administrative approval is required.
 - 2. Recommended PD: This category covers professional learning in which the goal is for the teacher to have increased knowledge which could/should be applied in the classroom. These professional learning opportunities are more about increasing professional knowledge, rather than specific strategies and methods that will need to be implemented. The District may limit the number of participants. The District may pay the Employee's registration fee and a compensation rate of forty dollars (\$40.00) per hour (excluding travel time and lunch). Prior administrative approval is required.
 - 3. Optional PD: This category includes professional development for which a teacher might have interest, but is not necessarily a District priority. The District may pay the Employee's registration fee. Prior administrative approval is required.
- E. Professional Development (During Instructional Calendar)
 - 1. Professional development leave, not chargeable against the Employee's paid leave account, may be granted for developmental meetings, conventions, conferences, clinics, or seminars by prior approval from the Superintendent or designee.
 - 2. Any Employee approved to attend professional development activities may be reimbursed for reasonable expenses of travel, meals, lodging, and registration fees. Also, the Superintendent shall provide the substitute teacher needed to relieve the participating teacher. A participating Employee may be required to submit a written or oral report regarding each professional development activity. As a further condition to attending such professional development activities at ~~Board~~ District expense, the Employee shall teach in the Eau Claire Public Schools for at least one (1) school year after completion of the

training.

3. If the Employee voluntarily leaves the Eau Claire Public Schools, at any time, during the contract year from the professional development date, the Employee will reimburse the District any District-incurred cost. Employees required by the District to attend professional development activities are exempt from this reimbursement requirement.

ARTICLE 14 PROFESSIONAL COMPENSATION AND FRINGE BENEFITS

- A. The salaries of Employees covered by this Agreement are set forth in the salary schedule which is attached to this Agreement and remains in effect during the term of this Agreement.
- B. The salary schedule is based on a normal weekly workload, as defined in Article 5, beginning the first day of orientation and concluding the last contract day. For extra work the Employee shall be compensated according to Article 13 (Extra Duties) or in the absence of the same, according to individual additional work agreements.
- C. Employees will be given full credit for time spent in the uniformed services provided that the Employee applies for return within ninety (90) days of discharge.
- D. An Employee who earns advanced credits which qualifies him/her for placement on a different salary schedule shall be placed on the new schedule at the beginning of the school year if the advanced credit was earned before September 1. Notification and documentation of such advancement must be made to the Business Office no later than October 15. If the credit was earned after September 1, and before February 1, the Employee shall receive additional compensation equal to one-half (1/2) of the difference between their existing step and the next higher step on the salary schedule for the remainder of the year. Notification and documentation of such advancement must be made to the Business Office no later than March 15.
- E. Contracted salary amounts will be dispersed via direct deposit according to Board Policy and will be divided into twenty-one (21) or twenty-six (26) substantially equal installments. Anyone who is on the 26 pay plan may collect the last six (6) payments upon the completion of the school year.
- F. Payroll deductions shall be available for the following:
 1. Selected Insurance Options
 2. Financial Institutions (bi-weekly)
 3. Tax Deferred Annuities (bi-weekly or monthly)
 4. United Way
- G. The salary schedule shall have BA minimum, BA Plus 15 maximum, and MA, of approved hours/assigned credit.

ARTICLE 15 INSURANCE

- A. The Board shall provide full-time Employees group life insurance, medical and hospitalization insurance, and designated options of a mutually agreed upon insurance company.
- B. The District's contribution to the Employee's medical benefit plan shall not exceed the hard cap costs established by the Department of Treasury pursuant to the Publicly Funded Health Insurance

Contribution Act, MCL 15.561 et seq. An Employee shall pay any cost that exceeds this amount which shall be deducted from the Employee's compensation.

1. Those electing to receive no health insurance will receive \$500/month cash in lieu on the conditions that on the conditions that: (1) the employee voluntarily and in writing opts out of the available medical health care plan; and (2) provides documentation to the Superintendent's designee that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Care Act.
 2. Ancillary benefits are covered at 100% for anyone who receives cash in lieu.
- C. The Board shall make payments of insurance premiums for each employee to provide insurance coverage for the full twelve (12) month period commencing, in accordance with the established insurance carrier's calendar.
- D. This section pertains to Employees who work at least 50% (FTE) but are less than full time. The cost of medical insurance will be shared between the District and the individual Employees. The District will contribute a maximum amount toward medical insurance based on the Michigan Department of Treasury's medical benefit plan annual cost limitations in effect at the beginning of this contract and the Employee's FTE percentage. The Employee will pay the remaining medical insurance costs.

ARTICLE 16 MERIT PAY

- A. Merit pay is a compensation system in which employees receive financial incentives or salary increases based on agreed-upon criteria (e.g., employee attendance and volunteering at District-sponsored events). Employees participating in district-sponsored (after-hours) events fosters stronger school-community relationships, enhances student engagement and demonstrates staff commitment to student success and well-being.
- B. Employees can earn merit pay based on points awarded for volunteering at a certain number of district-sponsored events (non-contractual). This is *volunteer work*, and this does not include helping with activities that you are paid for (i.e. Schedule B, Coaching, etc.). Examples of what counts as a volunteer may include volunteering to help at athletic events, concession stand, parent nights, student-sponsored events, musicals, family programs, Veteran's Day, and other events approved by your supervisor.
- C. Employees who meet the criteria or perform above expectations may receive a predetermined bonus based on performance or contributions.
- D. All full-time Employees are eligible to participate in and share in the merit pay pool, which is set at \$5,000.00 per school year.
- E. Each Volunteer event is worth 1 point. To establish a point dollar value (PDV), the merit pay pool will be divided by the total number of points earned by all participating Employees during the school year.
- a. Each Employee's merit pay will be calculated by multiplying the point dollar value (PDV) by the number of points they earned for the year.
- F. Points must be earned between August 1 and June 10th, inclusive.
- G. The merit pay will be paid in a lump sum as soon as practical after the June 10 deadline.
- H. ELIGIBILITY**

1. All Employees who earn a minimum of one (1) point are eligible to receive merit pay unless they are ineligible, as specified below.
2. To be eligible for merit pay, an Employee must turn in a merit pay record sheet to their Supervisor on or before June 10th.
3. Employees who are compensated for an event/activity are not permitted to include that event/activity on their merit pay record sheet.

I. INELIGIBILITY

1. Employees who submit their merit pay record to their Supervisor after June 10th will not be eligible for merit pay.
2. An Employee who leaves District employment before the last day of the school year is not eligible to receive merit pay.

**ARTICLE 17
SCHEDULE B- EXTRA DUTIES**

- A. Schedule B-Extra Duties (outside of school hours) will be implemented according to the [Schedule B Handbook](#).
- B. Priority consideration shall be given to Employees employed with the District for academic extra-duty positions. If an Employee can not fill an extra duty position, the Superintendent reserves the right to appoint a qualified person to a vacant academic extra-duty position and determine the rate of pay or stipend not to exceed the amounts in Schedule B.
- C. Payment for assigned extra-duty responsibilities shall be made at the conclusion of each semester after the submission and approval of required form(s).
- D. With an Employee I.D., an Employee and one guest will be admitted free to all school-sponsored extracurricular activities.
- E. Stipend Amounts for Approved Positions (see table on page 20):

Schedule B Positions

Building Level Clubs		
2%	\$807.96	National Honor Society Lead
1%	\$403.98	Yearbook Director
2%	\$807.96	Senior Class Advisor
3%	\$1,211.94	Prom/Junior Class Advisor
1%	\$403.98	9th Grade Advisor
1%	\$403.98	10th Grade Advisor
2%	\$807.96	Student Council (Lybrook, MSHS)
After-School Behavioral Support for Student Success		
3%	\$1,211.94	MSHS Teacher
3%	\$1,211.94	Elementary Teacher
After-School Academic Support for Student Success (Formally Homework Club)		
3%	\$1,211.94	Middle School Homework Club
3%	\$1,211.94	Lybrook Homework Club (detention)
Interest Clubs (may include, but not limited to):		
1%	\$403.98	Elementary Stem/Robotics
1%	\$403.98	Science Olympiad
1%	\$403.98	Elementary Art (*for two (2) events that occur outside of the school day).
1%	\$403.98	Elementary Music (*for two (2) events that occur outside of school day).
1%	\$403.98	Girls on the Run Coach - Elementary
High School Musical/Drama Production:		
1%	\$403.98	Coordinator/Music Director
1%	\$403.98	Drama Coach
1%	\$403.98	Art Director
1%	\$403.98	Costume Director
Band:		
4%	\$1,615.92	Color Guard Instructor Will be hired in consultation with the Band Director
3%	\$1,211.94	Percussion Instructor Will be hired in consultation with the Band Director
15%	\$6,059.70	Band/ Choir Director (All Bands and Choir) Includes summer Band Camp, Festivals, and all evening-related events
Leadership Positions:		
1.5%	\$605.97	Mentor Teachers
3%	\$1,211.94	District Leadership Team
3%	\$1,211.94	MSHS- Building Leadership & Professional Learning Advisory
3%	\$1,211.94	Lybrook - Building Leadership & Professional Learning Advisory

ARTICLE 18 GRIEVANCE PROCEDURE

- A. A claim by any Employee, group of Employees, or the Association, believing that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement, may be processed at the discretion of the Employee, group of Employees or the Association through the steps of the Grievance Process. The time limits at any Step of the grievance procedure may be extended by mutual agreement.

Excluded from the grievance process are:

1. Any claim for which there is another remedial procedure or forum established by law or regulation.
2. The termination of services or failure to re-employ any employee to an extracurricular activity position.

- B. **Step 1:** An Employee who believes they have a grievance shall first discuss the matter with their principal personally or accompanied by an Association representative within ten (10) school days after the first occurrence of the event or when the Employee first had knowledge of such event. If resolution occurs, an email summary of the meeting shall be submitted to the Superintendent, the Association President, and all parties involved.

If the resolution does not occur within this ten (10) day period, the grievance must be reduced to writing and submitted to the principal within five (5) school days after the above ten (10) days have elapsed. Written grievances shall contain the following:

1. Be signed by the grievant(s) or an Association officer if the Association is the grievant.
2. Specify the article that was allegedly violated.
3. Contain a synopsis of the facts giving rise to the allegation.
4. Include the date of the alleged violation.
5. Specify the relief requested.

Step 2:

1. If no decision is rendered within five (5) school days of filing the written grievance with the principal, or if the principal's disposition is unsatisfactory to the grievant, the grievant or the Association may, within five (5) school days of the disposition, appeal the written grievance with the Superintendent. Within five (5) school days of receipt of the written grievance, the Superintendent, or designee shall schedule a meeting with the grievant and/or Association Representative. Within five (5) school days after this meeting, the Superintendent or designee shall transmit their decision to the grievant, the Association, and the affected building principal

2. A grievance filed by the Association will begin at Step Two, the Superintendent's level, and shall be presented in writing, as stated above, within ten (10) school days of the occurrence of the event precipitating the grievance or when the Association first had knowledge of the event.

Step 3: If any grievance is not settled under Step 2, the Association may within thirty (30) calendar days after receiving the Step 2 answer following the deadline for the answer if no answer has been issued by the Board, within the specified time period, notify the other party and the Federal Mediation and Conciliation Service Office of Arbitration Services ("FMCS-OAS") of its desire to submit the grievance to arbitration and obtain a panel of seven (7) arbitrators. If the grievance has not been submitted to arbitration within thirty (30) calendar days, it shall be considered withdrawn. Either party shall have the option of requesting a second and final panel or panels of arbitrators from FMCS-OAS. The FMCS-OAS panels shall consist of arbitrators from the Midwest. The

arbitrator shall be selected from said panel or panels by an alternate striking of names. The parties will alternate from one grievance to the next on the choice of striking a name first or second, with the Board having choice on the first grievance submitted for arbitration. The parties shall thereafter alternate in the striking of the remaining names until a single name remains on the list, and that remaining name shall be designated the arbitrator.

1. At arbitration, the grievant may not raise any new allegation(s) or rely on evidence not previously disclosed in the grievance process.
 2. The arbitrator shall have no power to add to, subtract from, change or modify any provision of this Agreement but shall be limited solely to the interpretation and application of the specific provisions contained herein.
 3. The arbitrator has no authority to rule on the merits of a prohibited or illegal bargaining subject under PERA.
 4. The arbitrator's decision shall be consistent with the Uniform Arbitration Act., MCL 391.1681 et seq.
 5. The arbitrator's decision shall be final and binding on the parties.
 6. The arbitrator shall have no authority to order retroactive back-pay beyond the grievance date and shall deduct from such back-pay an amount equal to any compensation the grievant may have received from other sources during the applicable time period.
 7. Notwithstanding any other provision in this Agreement, the Employer shall have no obligation to arbitrate any grievance after the expiration of this Agreement. The Employer, however, shall arbitrate grievances arising during the term of this Agreement for which a timely grievance was filed before the Agreement's expiration.
 8. Each party shall bear its own expenses in connection with the arbitration; however, the arbitrator's expenses and fees shall be borne by the losing party. The Association shall be considered to have lost the decision if it does not receive all of the requested relief. If the arbitrator's decision is split between the parties, the arbitrator shall apportion the parties' fees and expenses.
- C. The time limits shall be strictly observed. The time limits at any Step of the grievance procedure may be extended by mutual agreement. If a grievance is not appealed from one Step to the next within the time limits specified, the grievance shall be deemed to have been settled based on the last answer. If a grievance is not answered at any Step of the grievance procedure within the specified time limit, the grievance may, at the discretion of the Association, be advanced to the next step. The term "work days" as used in the Article means actual days according to the District School Year Calendar.
- D. All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.
- E. An Employee, engaged during the school day, in negotiations on behalf of the Association with any representatives of the Board or participating in any professional grievance negotiation including arbitration shall be released from regular duties without loss of salary. The Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for union release time. Such release from regular duties shall apply to negotiations scheduled or requested by the Board during the school day.
- F. No Employee shall face retaliation for filing a grievance or participating in the grievance process.

ARTICLE 19
SCHOOL YEAR CALENDAR

- A. For the term of this Agreement, the 2024-2025, 2025-2026, 2026-2027 school year calendars, when established, shall become a part of this Agreement.
- B. Calendar agreements:
 - 1. The school calendar shall consist of contract days and/or hours not greater than those established by State guidelines.
 - 2. Counting District provided professional development (DPPD) learning time as instructional time will be negotiated annually:-

ARTICLE 20
DURATION OF AGREEMENT AND PROFESSIONAL NEGOTIATIONS

- A. This Agreement shall be effective as of **July 15, 2024** and shall continue through **June 30, 2027**.
- B. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
- C. Upon the request of either party served upon the other in writing any time following ninety (90) days before the expiration date of this Agreement, the parties shall initiate negotiations for the purpose of entering into a successor Agreement within thirty (30) days from the date the request is received by the other party.
- D. Any modifications to this Agreement must be in writing and signed by a representative of the Board and the Association.

ARTICLE 21
EMERGENCY MANAGER

- A. An emergency manager appointed under the Local Government and School District Fiscal Responsibility Act, MCL 141.1501 et seq. may reject, modify, or terminate this Agreement as provided in that act.

**EAU CLAIRE EDUCATION ASSOCIATION
2024-2027 SALARY COMPENSATION**

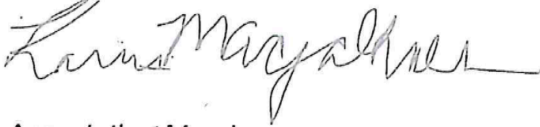
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1	\$40,398	\$41,604	\$42,864
2	\$41,398	\$42,804	\$44,264
3	\$42,398	\$44,004	\$45,664
4	\$43,398	\$45,204	\$47,064
5	\$44,398	\$46,404	\$48,464
6	\$45,398	\$47,604	\$49,864
7	\$46,398	\$48,804	\$51,264
8	\$47,398	\$50,004	\$52,664
9	\$48,398	\$51,204	\$54,064
10	\$49,398	\$52,404	\$55,464
11	\$50,398	\$53,604	\$56,864
12	\$51,398	\$54,804	\$58,264
13	\$52,398	\$56,004	\$59,664
14		\$57,204	\$61,064
15		\$58,404	\$62,464
16		\$59,604	\$63,864
17		\$60,804	\$65,264
18		\$62,004	\$66,664
19		\$63,204	\$68,064
20		\$64,404	\$69,464
21		\$65,604	\$70,864
22		\$66,804	\$72,264
23		\$68,004	\$73,664
24		\$69,204	\$75,064
25			\$76,464

SIGNATURE PAGE

FOR THE ASSOCIATION


Association President


Association Member


Association Member


Association Member


Association Member

UniServ Director MEA

Lou Ann
Vidmar

Digitally signed by Lou Ann Vidmar
DN: cn=Lou Ann Vidmar,
o=Michigan Education Association,
ou=Berrien Springs Field Office WZ,
email=lvidmar@mea.org, c=US
Date: 2024.07.10 08:42:37 -04'00'


FOR THE BOARD


Board President

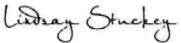
Kelly Blankenship
Board Vice President


Board Treasurer


Board Secretary


Board Trustee

jacqueline adams
Board Trustee


Board Trustee


Superintendent