

# **COLLECTIVE BARGAINING AGREEMENT**



**COLON BOARD OF EDUCATION  
and  
COLON EDUCATION ASSOCIATION**

**2021-2024**

# Table of Contents

<b>Section</b>	<b>Page</b>
<b>Agreement Section</b>	<b>2</b>
<b>Article 1-Purpose and Recognition</b>	<b>3</b>
<b>Article 2-Contract Interpretation</b>	<b>4</b>
<b>Article 3-Employer Rights</b>	<b>6</b>
<b>Article 4-Association Rights and Responsibilities</b>	<b>7</b>
<b>Article 5-Teacher Rights and Responsibilities</b>	<b>9</b>
<b>Article 6-Professional Services</b>	<b>12</b>
<b>Article 7-Authorized Absence</b>	<b>17</b>
<b>Article 8-Compensation and Benefits</b>	<b>22</b>
<b>Article 9-Layoffs and Recalls</b>	<b>24</b>
<b>Article 10-Dispute Resolution and Procedure</b>	<b>26</b>
<b>Article 11-General Provisions</b>	<b>31</b>
<b>Schedule A</b>	<b>34</b>
<b>Salary Schedules</b>	<b>38</b>
<b>Schedule B Listings</b>	<b>39</b>
<b>Schedule C Listings</b>	<b>40</b>
<b>Appendix A-Informal Adjustment Form</b>	<b>41</b>
<b>Appendix B-Grievance Form</b>	<b>42</b>
<b>2018-2019 School Calendar</b>	<b>43</b>

**COLLECTIVE BARGAINING AGREEMENT**

**Between**

**COLON BOARD OF EDUCATION**

**and**

**SOUTHWESTERN MICHIGAN EDUCATION ASSOCIATION**

**THIS AGREEMENT** is made as of the date hereinafter set forth by and between **COLON COMMUNITY SCHOOLS, ST. JOSEPH, KALAMAZOO AND BRANCH COUNTIES, MICHIGAN**, acting by and through its Board of Education (hereinafter called the "Employer") and **COLON EDUCATION ASSOCIATION** (hereinafter called "CEA").

## ARTICLE 1

### PURPOSE AND RECOGNITION

- 1.1 Purpose.** The general purpose of this agreement is to set forth the terms and conditions of employment for the members of the bargaining unit and to promote orderly and peaceful labor relations for the benefit of the students, the public, the Employer, the employees and the bargaining representatives.
- 1.2 Recognition.** The Employer recognizes SMEA as the sole and exclusive collective bargaining representative for all K-12 certified teachers, including guidance counselors and librarians, but excluding all per diem substitute teachers, teachers' aides, part-time employees employed under a multi-Employer agreement, and all other administrative, supervisory and executive positions, including the position of athletic director.
- 1.3 Dual Employment.** If a teacher is also employed by the Employer to perform non-bargaining unit duties, this contract shall be extended to the teacher in his teaching capacity only and shall exclude his non- bargaining unit position.

## ARTICLE 2

### CONTRACT INTERPRETATION

Each of the provisions of this Agreement shall be subject and subordinate to the obligations of either party under applicable laws or regulations. If any provision shall be prohibited by or be deemed invalid under such applicable laws or regulations, such provision shall be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of such provisions or the remaining provisions of this Agreement.

**2.1 Definitions.** Except as otherwise expressly provided in this Agreement, the words and phrases hereinafter set forth shall have the following meaning:

**2.11 *Association*** means the Colon Education Association, (CEA), Southwestern Michigan Education Association, (SMEA), Michigan Education Association, (MEA) and/or the National Education Association, (NEA)

**2.12 *Day*** means a day when the school is open and teachers are scheduled to report for duty, except that during summer recess, day means a regular business day excluding holidays and weekends.

**2.13 *Emergency*** means a sudden and unforeseen combination of circumstances or the resulting state therefrom that calls for immediate action.

**2.14 *Party*** means the Employer or the Association.

**2.15 *Part-time Teacher*** means a teacher regularly employed under contract for less than a full work week or full work day, or a teacher employed for less than a full school year. The fringe and leave benefits of a part-time teacher shall be proportionately reduced.

**2.16 *Teacher*** means a member of the bargaining unit. Reference to male teachers shall include female teachers and all masculine pronouns shall be used ecumenically to include both males and females.

**2.17 *Service Date*** starts with the signing of the first contract as a bargaining unit member and the member continues to accrue seniority except for an approved leave or while performing non-bargaining unit work, i.e. administration.

**2.2 General Interpretation.** This Agreement shall be interpreted in accordance with the following understandings, namely:

**2.21 *Captions.*** Captions are included only for convenience of reference and shall not modify in any way any of the provisions herein.

- 2.22 Other Rights.** Nothing in this Agreement shall deny or restrict any right guaranteed to a teacher under applicable laws or regulations. The rights of either party or of a teacher to any benefit shall be determined solely by the terms of the collective bargaining agreement in effect at the time such benefit is claimed, it being expressly intended that the parties shall have the unrestricted right to delete, add, or modify any provision of this agreement in any subsequent agreement and any benefit in this agreement shall be subject and subordinate to any such subsequent change.
- 2.23 Seniority Limitations.** A teacher shall not earn seniority while on layoff or while on an unpaid leave of absence unless the terms of this agreement, or of a teacher's leave of absence agreement, expressly otherwise provide.
- 2.24 Subordination.** Any individual contract or letter of agreement between the Employer and the teacher for the performance of duties which are subject to the terms of this agreement, shall be subject and subordinate to the provisions hereof.

## ARTICLE 3

### EMPLOYER RIGHTS

The Employer, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and 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 teaching activities of its employees;
- B. To hire all employees 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 such student activities, including athletic, recreational, academic and social events, as deemed necessary or advisable by the Employer;
- D. To decide upon the means and methods 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.
- 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 responsibilities of the Employer, 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 of this Agreement and then only to the extent that such specific and express terms thereof are in conformance with the Constitution and Laws of the State of Michigan, and the Constitution and Laws of the United States.

## ARTICLE 4

### ASSOCIATION RIGHTS AND RESPONSIBILITIES

**4.1 Association Rights.** In order to facilitate the administration of this Agreement, the CEA shall have, in addition to other rights expressly set forth herein or provided by statute, the following rights:

**4.11 Meeting Facilities.** The use of school facilities at reasonable hours for the conduct of meetings of the Association, such use to be governed by policies adopted from time to time by the Employer for the use of its facilities.

**4.12 Services and Equipment.** The Association may use designated Employer equipment with a usage cost to be agreed upon by the parties. The Employer shall be reimbursed by the Association for all supplies used and for any damages.

**4.13 Employee Communications.** CEA shall have the right to communicate with bargaining unit members through the use of a bulletin board in each teachers' lounge, or the reasonable use of the school mail service. All materials shall bear the name of CEA and the name of the person authorizing the posting or distribution thereof. No CEA materials of any kind shall be displayed on or about the physical facilities of the Employer except on the designated bulletin boards and no displayed material shall be derogatory to the Employer nor to any employee. CEA shall save and hold the Employer harmless from any and all expense or liability whatsoever arising out of the preparation and/or use of any such materials.

**4.14 Association Security.**

**4.15 Board Policies and Minutes.** The Employer shall provide CEA with a copy of the approved minutes of each open session of the Board of Education and shall make available on the district website and in the Staff Google shared drive.

**4.2 Association Responsibilities.** CEA shall have, in addition to other responsibilities expressly set forth herein or provided by law, the following responsibilities:

**4.21 Association Representatives.** CEA shall promptly notify the Employer in writing of the names of those persons who have been authorized to act



on its behalf and the authority of each such person, which notice shall remain in effect until superseded by a new written notice.

**4.22 Concerted Activities.** CEA agrees that it will in good faith cooperate with the Employer in attempting to assure that reasonable work standards, schedules and the rules and regulations of the Employer are complied with and that it will not directly or indirectly encourage, permit or cause any concerted work stoppage, slowdown, strike or other interference with the day-to-day operations of the Employer.

**4.23 Association Activities.** Except by the express agreement of the Employer, the performance of the duties of any employee shall not be interrupted for the purpose of conducting any CEA activities whatsoever, provided, however, that this provision shall not prevent an authorized representative of CEA from having such reasonable contact with members of the bargaining unit as shall be necessary to ascertain that the terms of this Agreement are being observed.

## ARTICLE 5

### TEACHER RIGHTS AND RESPONSIBILITIES

- 5.1 Teaching Aids and Facilities.** The Employer shall provide for each school facility to the extent reasonably available:
- A. Computers and copying facilities for the preparation of necessary instructional materials and, whenever practicable, clerical assistance for duplicating such materials;
  - B. Desk, closet and shelf space for each teacher;
  - C. Telephone facilities for professional use. Personal calls may be made subject to applicable Employer rules. All personal calls shall be made on personal cell phones. No personal calls may be charged to the Employer;
  - D. Parking facilities maintained and identified exclusively for teacher use;
  - E. Restroom and lavatory facilities and one room, appropriately furnished, which shall be reserved for faculty use as a lounge to serve the functions of lunchroom, preparation and relaxation room.
- 5.2 Association Membership and Activities.** A teacher has the right to join or not to join, maintain or drop his membership in the Association and neither party shall exert any pressure on or discriminate against any teacher by reason of his joining or refusing to join the Association or by reason of his participation in any lawful activities of the Association. A teacher shall have the right to participate in any lawful activities of the Association concerning the negotiation or the administration of this Agreement. A teacher shall have the right to wear an insignia, pin or other identification of membership in any unit of the Association, provided that under no circumstances shall the teacher cause students to be involved in the activities of the Association nor shall the activities of the Association in any way interfere with the performance of the professional duties of a teacher or the employment duties of any other employee.
- 5.3 Citizenship Rights.** A teacher is entitled to full rights of citizenship and no religious or political activities of a teacher, or the lack thereof, or the private and personal life of a teacher shall constitute grounds for any discipline or discrimination with respect to the professional employment of the teacher except as such conduct or activity shall materially interfere with the discharge of the teacher's professional responsibilities.

**5.4 Protection of Teachers.** Subject to applicable laws and regulations:

- A. A teacher shall have the right to take such action as may be authorized by the Employer to protect the safety of the teacher, the safety of other persons, or preserve or protect property.
- B. A teacher shall receive from the Employer reasonable support and assistance in maintaining control and discipline of students while under the jurisdiction of the Board of Education.
- C. If a teacher is assaulted by a student, the teacher shall promptly report such assault to the Employer. If the teacher is subpoenaed to appear in criminal proceedings arising out of an assault by a student, the time lost shall not be charged against the teacher.
- D. The district will reimburse a teacher for property damage or loss caused by the district or a student not covered by the employee's insurance up to \$100 or not reimbursed by the student/parent provided such loss or damage was not related to the teacher's negligence. Full replacement will be paid for glasses, prosthetics, or hearing aids not covered by insurance, service contract, warranty, or supplementary insurance coverage if the student/parent is not responsible for reimbursement. The teacher must present proof that the item is not covered, as outlined above, before payment will be made. Damage must not be related to the teacher's negligence. Teachers are encouraged not to bring, or leave, expensive personal items at school or in any unsecured areas. The district will not reimburse for loss or damage to jewelry.

**5.5 Personnel Files.** The Employer shall cause an official personnel file to be established and maintained for each teacher in accordance with the following guidelines, namely:

- A. A teacher shall have the right to review the contents of his personnel file during regular business hours upon prior request. A representative may accompany the teacher at the request of the teacher. The file shall be reviewed in the presence of a representative of the Employer. Any references or credentials received by the Employer with the understanding that such material would remain confidential shall not be subject to review.
- B. After the date of employment, a teacher shall be given prompt written notice of the intention to insert any materials in his personnel file which adversely reflect on the character of the teacher's professional services.
- C. A teacher may request in writing that material which the teacher claims to be erroneous be removed from his file. Such written request shall set forth the factual basis for such claim. If the Employer shall fail within twenty (20) calendar days from receipt of such request to comply therewith, the

teacher shall have the right to insert in his file a written statement, or other relevant material, concerning the material to which an objection has been made. The objectionable material shall be appropriately marked to show the existence of the teacher's filing and the material to which an objection has been made shall be attached to and released only with the material filed by the teacher. Such materials shall be subject to the grievance procedure, but not to arbitration.

## **5.6 Professional Evaluation and Growth.**

**5.61 Evaluation.** The Employer shall be responsible for the evaluation of each teacher in the performance of his professional duties.

**5.611 Evaluation Procedure.** If the teacher disagrees with the observations, recommendations, or evaluation, the teacher shall submit within ten (10) days a written reply, which shall be attached to the evaluation, and be placed in the teacher's personnel file.

## ARTICLE 6

### PROFESSIONAL SERVICES

**6.1 Professional Commitment.** The parties recognize that the professional commitment of a teacher cannot be precisely measured and that the full and adequate discharge of a teacher's duties may require a greater commitment of time than that which has been scheduled, and the provisions herein shall be so applied and interpreted.

**6.2 School Year.** The normal work year shall not begin earlier than August 15. The work year shall include:

A. Not more than the state mandated minimum contact days with students with the addition of five (5) professional development days and two (2) record days. Unless agreed upon.

B. Not less than:  
(1) Nine (9) break days during the fall semester.  
(2) Seven (7) break days during the spring semester.

**6.21** The calculation of half days shall be determined by past practice except as applicable laws or regulations shall expressly otherwise require. After consultation with the Professional Employee Relations Committee (PERC) and the CEA, the Employer shall prepare a Colon Community School calendar for the work year which conforms to the guidelines herein above set forth.

**6.22 Staff Meetings.** Staff meetings shall be held on the second Monday of each month, excluding holidays. The January meeting will be at the discretion of the principal and school improvement team. Length of such staff meetings will be limited to not more than one hour except in instances of mutual agreement by staff and administrators. It is mandatory that each teacher attend professional staff meetings unless excused by the Employer.

**6.3 Professional Duties.**

**6.31 K-5 Classroom Teachers.** The normal work week for a full-time teacher regularly assigned as a K-5 classroom teacher shall include:

A. Two Hundred (200) minutes for preparation.

B. A duty free lunch period of thirty (30) minutes each day.

- C. Teachers are expected to be in the building for 15 minutes before and 15 minutes after the school day. Teachers are to supervise halls or be in their classroom five (5) minutes before class starts.

The duties of a K-5 classroom teacher shall not include responsibility for:

- A. Noon hour lunchroom or playground supervision.
- B. Collecting money for lunch and milk.

**6.32 6-12 Classroom Teachers.** The normal work week for a full-time teacher regularly assigned as a 6-12 classroom teacher shall include:

- A. One (1) preparation period each day.
- B. A duty free lunch period of thirty (30) minutes each day.
- C. Teachers are expected to report fifteen (15) minutes before the start of the day. They are to supervise halls or be in their classroom five (5) minutes before class starts. They are to remain fifteen (15) minutes after dismissal of school at the end of the day.

The duties of a 6-12 classroom teacher shall not include responsibility for:

- A. Noon hour lunchroom and hall supervision, except when assigned in place of classroom supervision.
- B. Collecting money for lunch and milk.
- C. Permanent record keeping.

A Junior-Senior High School teacher shall not be required to accept more than four (4) different course preparations for a seven (7) period day for each full semester provided that a teacher may be required to take an additional course in the case of an emergency and provided further that this course limitation shall not be applied to music, art, physical education, vocational, special education and other similar subject areas more restrictively than the past practices of the Employer. For the purpose of this provision, course shall mean subjects offered by the Employer to students for credit with different titles and requiring daily preparation.

**6.33 Other Classroom Teachers.** The preparation time for a full time teacher for art, band, music, and physical education who provides instruction for K-5 students shall be scheduled by the Employer to provide equivalent planning time.

**6.34 Non-Classroom Teachers.** The normal work schedule for a full-time non-classroom teacher, including librarians and guidance counselors, shall

include a duty free lunch period of thirty (30) minutes each day and planning time scheduled by the Employer equivalent in amount to the planning time of the grade group to which assigned.

**6.35 Part-time Teachers.** The normal work week for part-time teachers shall be adjusted on an individual basis in accordance with the number of hours employed and the duties assigned.

**6.36 General Professional Duties.** Each teacher shall, to the extent required for the proper discharge of his professional obligations, participate in such other professional activities as expressly assigned by the Employer or have customarily been performed by teachers employed by the Employer. The Employer shall give reasonable notice when scheduling in-service training, building staff meetings and parent/teacher conferences.

**6.37 Class Size.** Class sizes will be capped at the following levels, excluding band, music, and physical education classes:

K-3	23 students
4-6	27 students
7-12	29 students

If the counts go above these amounts by the fall count day, the teacher will receive \$100 for class supplies. At the spring count day the teacher will receive \$100 for class supplies if their counts exceed these numbers.

**6.4 Student Activity Admission Fees.** The parties recognize the importance of teacher involvement in student programs and activities. Accordingly, each teacher shall receive without charge two activity passes to all school sponsored student activity home events. A teacher while in attendance at any such activity shall provide such assistance as may reasonably be requested.

**6.5 Regular Professional Assignments.**

**6.51 Objectives and Criteria.** Both parties recognize the desirability of placing each teacher in a position which will most effectively use the teacher's skills and experience while providing for the staffing needs of the District.

**6.52 Assignment Criteria.** The professional assignment of a teacher shall be made by the Employer.

**6.53 Assignment Procedure.**

**6.531 General Procedure.** The Employer shall establish a written procedure, which shall include provision for:

- A. The request by a teacher for an assignment to a different class, building, or position shall be made in writing to the Employer. The application shall set forth the name and

address of the teacher, the reasons for the assignment request, the school, grade, or position sought, and the applicant's qualifications therefore. The teacher may send a copy of the request directly to the local Association.

- B. A teacher who will be affected by a change in grade or subject shall be consulted as soon as possible.
- C. An assignment request shall expire at the time the vacancy is filled, upon the termination of the employment of the teacher or the expiration of twelve (12) months, whichever shall occur.

**6.54 Association Cooperation.** The Association agrees to encourage teachers to notify the Employer at the earliest practicable time if they do not intend to renew their contract and further agrees to furnish the Employer from time to time information concerning the probability of future vacancies. Failure to provide at least 60 days notice of resignation prior to the beginning of the school year may result in revocation of tenure for the teacher.

**6.6 Student Activity Assignments.** A teacher shall not have tenure in any student activity assignment. The initial assignment or reassignment of a teacher to an activity shall be for reasons satisfactory to the Employer. A student activity may be temporarily or permanently discontinued, included as a part of a teacher's regular professional assignment for additional compensation or in lieu of another professional assignment, or may be performed by a person who is not a member of the staff. Assignments shall be made in accordance with the following guidelines:

- A. An activity designated as assignment category "A" shall be assigned as part of a teacher's academic assignment.
- B. The acceptance of an assignment classified as assignment category "B" shall be voluntary. However, if no teacher possessing the necessary qualifications for the assignment requests such assignment, the Employer may assign an activity to a tenured teacher who has not held a category "B" assignment during the prior two (2) school years, except in an emergency. In that situation there will be only a one (1) year non-assignment period. An emergency is defined as a situation where there are no eligible teachers to fill the position.
- C. The acceptance of an assignment classified as assignment category "C" shall be voluntary provided that, if a teacher was employed with the understanding that the teacher would be assigned an activity related to his professional employment, the teacher shall accept such assignment. A category "C" assignment shall first be posted within the school. The



Board will have complete discretion to select the individual for the position to be filled. Selection of an individual to fill category "C" assignments will not be subjected to dispute resolution procedure.

Evaluations of coaching performance will be done by the administration for each sport coached. A written evaluation will be done at mid-season and a formal conference will be held at the end of each sport season. Evaluations will be utilized for reassignments as appropriate. Evaluations will be given to evaluate and an opportunity to discuss the results with the evaluator(s).

#### **6.7 School Improvement Plans (SIP)**

- A. "SIP" as used in this article shall mean a school improvement plan as provided in Public Act 25 of 1990 or similar plans, programs, or processes such as "site-based decision making," "school improvement teams," or any "outcome-based school committees.
- B. In the event that any provision of a SIP or application thereof violates, contradicts, or is inconsistent with this Agreement, the Agreement shall prevail.
- C. Teacher participation on a school improvement team shall be voluntary.

#### **6.8 Inclusive Education**

The parties acknowledge that the policy of least restrictive environment is legally mandated. They also recognize that the extent to which any individual disabled student should participate in regular education programs must be appropriate to that student's unique needs as determined by the Individual Education Planning Committee (IEPC). In providing services to disabled students, the parties agree that:

- A. A teacher providing services to a special education student shall be invited to participate in the IEPC process;
- B. The teacher is an instructional professional and will not be designated as the primary care provider. However, a teacher will perform necessary medical care in emergencies in which the teacher has been provided training by the district.
- C. The district shall strive to balance the number of disabled students assigned within a grade level or course section. This effort to balance will be a cooperative effort between the building principal and the affected teachers.
- D. When requested by the regular classroom teacher in whose class a disabled student is placed, special training or consultant assistance

relevant to the student's needs will be arranged for by the administration prior to student placement in the classroom or at the earliest possible date, provided that the expense for such services is reasonable. The building principal or his designee shall also receive this training.

## ARTICLE 7

### AUTHORIZED ABSENCE

**7.1 Interpretation.** Since the absence of a teacher generally has an adverse effect on the quality of the educational program, imposes increased responsibilities on other members of the professional staff, and increases costs, it is the responsibility of each teacher to avoid unnecessary tardiness or absence. The provisions herein set forth are not intended to reduce the professional responsibility of a teacher or to provide a form of additional compensation. Rather, they are intended to meet the legitimate humanitarian and professional needs of a teacher in a manner consistent with the requirements of the educational program and they shall be so applied and interpreted.

**7.2 Leave Classifications.** A teacher may be eligible to be absent for the following purposes:

**7.21 Sick or Business Leave.** Sick leave shall be used for:

- A. Any physical or mental condition which disables a teacher from rendering professional services, excluding any condition compensable by Worker's Compensation, or resulting from other employment. Leave may be used for disability resulting from pregnancy.
- B. Any communicable disease which would be hazardous to the health of students or other employees; or
- C. Physical examinations; medical, dental, sick child, or other health treatment which cannot be scheduled outside of the teacher's regular work day.
- D. Employees who have used all paid leave and not eligible for Family Medical Leave Act will reimburse the district for the prorated per diem insurance cost.
- E.—Teachers who have exhausted their days, may request additional days be donated by other teachers.

- F. Leave will not be allowable for the day before or the day after a holiday and therefore, in the case of an emergency illness necessitating leave on such day, the staff member and superintendent will meet upon staff member's return for verification of illness.
- G. Sick days may be used in increments of 0.5 or 1.0 of a day. A half day is either teacher report time until 11:30 am or 11:30 am until teacher leave time.

**7.22 Funeral Leave.** Funeral leave shall be used to attend the funeral of the deceased and/or to participate in usual bereavement activities. Family Funeral Leave is intended for the death of the spouse, mother, father, child, step-child, brother, sister, grandparent, or current mother-in-law, father-in-law, brother-in-law, sister-in-law, or grandchild. Non-family Funeral Leave is intended for relatives or persons whose prior relationship to the teacher would be sufficient to warrant the attendance of the teacher at the funeral of the deceased.

**7.23 Humanitarian Leave.** A humanitarian leave is intended to permit the compensated or uncompensated authorized absence of a teacher for reasons not otherwise set forth herein. A humanitarian leave may be used for general health, adoptions, child care, family emergencies, education, or for meritorious reasons not otherwise provided herein. In determining whether to grant any such leave, the Employer shall consider:

- A. The staffing needs and other requirements of the Employer;
- B. The quality of the teacher's prior service;
- C. The probability that the teacher will continue his employment with the Employer;
- D. The length of service of the teacher;
- E. The purpose or purposes of the leave; provided that a teacher who has used all available sick leave shall be eligible to be placed on humanitarian leave until the end of the current school year.

**7.24 Association Leave.** Upon the request of the Association, the Employer shall grant a leave of absence to a teacher for the purpose of participating in Association professional improvement programs or for conducting official Association business related to the administration or negotiation of this Collective Bargaining Agreement in accordance with the following guidelines, namely:

- A. The absence of the teacher shall not materially interfere with the discharge of the teacher's professional responsibilities.

- B. The Superintendent shall not be required to grant more than five (5) and may grant up to ten (10) such Association leave days during each school year nor to grant leave on any one day to more than two (2) teachers but may grant leave to up to five (5) teachers.
- C. The Association shall reimburse the Employer for the cost of substitutes and FICA, retirement, worker's compensation and anything remaining required by law.

**7.25 Jury Duty.** An employee shall be entitled to leave with pay, less any fees paid for jury service, provided, however, that if the Employer determines that the absence of an employee will materially interfere with the work schedule, the Employer shall have the right to request that the employee be excused or have such service rescheduled to a time which does not conflict with the discharge of responsibilities. If an employee is subpoenaed as a Employer witness, he shall not suffer any loss of pay for work time lost thereby. The employee shall return to his duties whenever his attendance in court is not actually required.

### **7.3 Leave Compensation.**

- A. The eligibility of a teacher to receive compensation and/or benefits for leave days shall be as set forth on Schedule "A".
- B. A teacher shall not be eligible for compensation and/or benefits for any leave which does not comply with the terms of this agreement or of the written leave agreement.
- C. No payment for unused leave shall be made. If a teacher does not complete a full school year, the Employer shall be reimbursed for any days or fractions of days used in excess of the earned leave days.

**7.4 Authorized Leave Days.** The number of authorized leave days shall be as set forth on Schedule "A". If a teacher is tardy or absent without authorization, the Employer shall have the right to deduct compensation and benefits as provided on Schedule "A". No leave days shall be earned by a teacher if a teacher is on a leave of absence, laid off, or otherwise not regularly providing services for the Employer.

**7.5 Family and Medical Leave.** Up to twelve (12) weeks leave shall be granted, in any school year if in the previous school year the employee was physically present for the contractual work of the district for at least 1,250 hours, for the purposes of serious illness of the Employee or family member, or the birth or adoption of a child. If the leave is for the Employee's illness the Employee shall first exhaust accumulated sick days prior to placement on an unpaid leave of absence. The Employee shall submit upon request medical verification that the Employee's presence is required to care for the family member. The Employee's health plan benefits shall be continued during this twelve (12) week period on the

same basis as if the Employee were continuing to work. However, if the Employee fails to return to work following the leave for reasons in the control of the Employee, the Employee shall reimburse the Employer the premium contribution costs. This provision shall be administered consistent with the Federal Family and Medical Leave Act and Board Policy 3430.01.

## **7.6 Leave Administration.**

**7.61 Notice.** A teacher shall give the Employer notice of his desire to be granted a leave as soon as he is aware that leave will be required so that the Employer will have the maximum time to provide for the teacher's absence. The minimum notice for requesting a leave, excluding illness or unforeseeable events, shall be seven (7) work days prior to the requested leave date, or regular Board of Education meeting, if Board approval is required.

**7.62 Leave Limitations.** All leaves shall be subject to the following limitations:

- A. A leave may be terminated early only with the consent of the Employer.
- B. A teacher may be required to disclose the specific use of a leave day.
- C. Leaves shall be taken in one (1) day increments, unless otherwise provided or agreed upon.
- D. The time for the departure and return of the teacher, (except for personal illness, a family death, or an emergency), shall assure continuity of instruction and shall be coordinated with the staffing needs of the Employer.

## **7.63 Leave Denial Procedure.**

- A. A leave may be denied if the request does not comply with the leave provisions.
- B. A leave for other than personal illness or a family death may be denied if the teacher has failed to make adequate provision for the discharge of his professional responsibilities during his absence.
- C. A business leave may be denied if the Employer is reasonably unable to obtain an adequate substitute for the teacher.

If a leave request or compensation for a compensated leave is denied, the teacher shall have the right to receive a written explanation. By mutual

agreement with a teacher, the Employer may agree to termination of employment with a right to be reinstated on mutually agreeable terms.

- 7.64 Written Records.** Leave requests shall be made in writing on forms furnished by the Employer. The leave terms shall be in writing and approved by the Employer and the teacher prior to the commencement of a leave. A leave may be approved without a prior written request as a consequence of unforeseen circumstances or the inability of a teacher to file a written request, provided, that a written application is thereafter filed. Except in extreme emergencies, no pay will be given without the teacher completing the appropriate form for the type of leave requested within the payroll period, unless the emergency continues through the end of the payroll.
- 7.65 Verification.** The teacher shall have the responsibility of verifying his eligibility for leave and any benefits due. If the Employer determines that a teacher knowingly withheld or misrepresented material information concerning the purposes or the teacher's eligibility for leave or for any leave benefits, the teacher may be disciplined. This may result in the loss of all or any portion of the teacher's leave benefits due, or to be due, under this agreement.
- 7.66 Class Coverage.** If a substitute is not available for a teacher absence, the principal may request another teacher to cover the class for the absent teacher during their prep hour. The substituting teacher will be paid \$25.00 for the substituting.

## ARTICLE 8

### COMPENSATION AND BENEFITS

**8.1 Basic Compensation and Fringe Benefits.** The basic compensation and fringe benefits shall be as set forth on Schedule "A", subject to the following provisions, namely:

- A. A teacher on the Longevity Schedule shall advance to the next step on the salary schedule upon the completion of two (2) consecutive effective or highly effective semesters, provided that the teacher shall have rendered professional services for more than sixty (60%) per cent of the work year. For the purpose of this provision, a teacher on a paid sick leave shall be deemed to have rendered professional services for the period of such leave.
- B. Recognition of academic or certification advancement shall be made in the first twenty-five (25) days of the beginning of the semester following the submission by a teacher of proper verification of such advancement. Payment will be made in the next payroll period after submission of approved verification unless emergencies prevent this from occurring.

**8.2 Compensation Adjustments.** The basic compensation and/or benefits of a teacher on the Longevity Schedule shall be adjusted as follows:

- A. Overload, substitute and part-time adjustments shall be made as set forth in Schedule "A".
- B. Salary adjustments for professional services required beyond the regular work year or for deduction in pay shall be made as provided on Schedule "A".
- C. The compensation of each teacher for student activities shall be set forth on Schedule "B".
- D. The Employer may pay additional compensation for the performance of professional assignments requiring additional professional responsibility, effort, or skill. The amount of such compensation shall be determined by the Employer and after consultation with the CEA. The additional compensation shall terminate upon the completion of the assignment.

**8.3 Teaching Experience.** Credit for experience obtained with another Employer, including military service and vocational experience, may be given by the Employer in determining compensation.

**8.4 Licensing.** The employer shall reimburse one-half of the employee cost for renewal of the Professional Education Certificate.

**8.5 Allowances and Expenses.** A teacher required in the discharge of his duties to drive his personal motor vehicle shall be reimbursed as set forth on Schedule "A". The Employer may provide transportation in lieu of mileage. A teacher shall be reimbursed for expenses incurred in attending Employer approved conferences or visitations as set forth on Schedule "A".

**8.6 Mentor Teachers**

1. A Mentor Teacher shall be defined as a Master Teacher as identified in Section 1526 of the School Code and shall perform the duties of a Master Teacher as specified in the Code.
2. Each probationary teacher in his/her first four (4) years in the classroom shall be assigned a voluntary Mentor Teacher who shall be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.
3. Upon request, the Administration shall make one half (1/2) day of release time per marking period so the Mentor Teacher may work with the probationary teacher in his/her assignment during the regular work day. Where possible the Mentor Teacher and Probationary Teacher shall be assigned common preparation time.
4. Because the purpose of the mentor/mentee match is to acclimate the bargaining unit member and to provide necessary assistance toward quality instruction, the Employer and the Association agree the relationship shall be collegial. Confidentiality will not be allowed for any action considered as a reportable offense as required by law.
5. Participation as a Mentor Teacher shall be voluntary.
6. The Principal shall notify the Association within twenty (20) days of those members matched with a mentee. The Employer shall finalize the assignment within twenty (20) days of receiving this match.
7. The Mentor teacher will keep a log of meeting days, with times listed, which will be initialed by the mentee each time they meet. This log will be turned in to the Superintendent's Office at the end of each school year. All time spent in the mentoring program shall count towards the minimum of fifteen (15) days of separate professional development required in the mentee's first three (3) years of classroom teaching.



## ARTICLE 9

### LAYOFFS AND RECALLS

- 9.1 Determination.** If the Employer determines that it is necessary to decrease the number of teachers or otherwise reduce the number of teachers in a given subject area, field or program, or eliminate or consolidate positions, the Employer shall notify the Association in writing of its intentions to do so and the reasons therefore.
- 9.2 Layoff Procedure.** Layoffs shall be subject to the following conditions:
- A. Any layoff shall suspend for the duration of the layoff, the Employer's obligation to pay salary or fringe benefits under any individual contract of employment or under this Agreement. However, a teacher shall be eligible to receive any benefits and salary which were earned in accordance with Schedule A-2.3, but not yet paid prior to the layoff.
  - B. If a teacher is laid off during a break period (winter or summer) and subsequently is recalled for the regularly scheduled work year, suffers no loss of pay and collects unemployment compensation, the teacher shall reimburse the District all employment compensation paid. Reimbursement shall be made to the District by direct payment or payroll deduction at the teacher's discretion.
  - C. Nullifying Teacher Certification. A teacher who voluntarily nullifies his/her teaching certificate in portion shall not be allowed to displace another teacher based upon this nullification (does not include certificate expiration). The teacher will also be placed as the least senior tenured teacher.
- 9.3 Seniority.** The Employer shall maintain an up-to-date seniority list, based on service dates as defined in Article 2, section 2.17. Teachers who take an administrative assignment within the district and stay gainfully employed within the district shall remain on the seniority list but shall not accrue seniority while holding a non-bargaining unit assignment. A copy of the seniority list shall be furnished to the Association at the beginning of each year. Within twenty (20) days of provision of the seniority list, the Association shall provide any objections to the list; thereafter, the list shall be final and conclusive. The names of all teachers in the bargaining unit at the time of the preparation of the seniority list shall be listed in order of their service dates, starting with the teacher with the greatest amount of seniority at the top of the list. If two (2) or more teachers have the same service date, seniority will be determined as follows:

- 1) Any years of teaching experience in addition to current experience in the district, and then, if seniority shall still be equal,
- 2) The number of graduate hours.
- 3) If equality still exists, seniority shall be determined by the last four (4) digits of their social security number when considered as a whole number. The teacher with the highest number will be considered the most senior.

The service date is the date when the employee first provided services for the Employer after the last interruption of service, if the employee has been employed more than once by the Employer. A break in service of not more than twenty-four (24) calendar months or an authorized leave of absence shall not be an interruption of service, but such period shall not be included in the determination of the total amount of seniority except as required by law or the terms of a leave of absence shall otherwise provide. Someone on an unpaid leave of absence shall maintain but not accrue seniority.

## ARTICLE 10

### DISPUTE RESOLUTION PROCEDURE

This article sets forth a dispute resolution procedure to minimize the occurrence of disputes and to provide a peaceful and orderly procedure to resolve any disagreement concerning the interpretation of this Agreement.

**10.1 Resolution Representative.** Each party shall designate a representative to administer the contract. The representatives shall meet at least monthly and shall seek to identify problem areas and resolve conflicts.

**10.2 Review Levels.**

**10.21 Informal Adjustment.** Prior to filing a written claim, the claimant shall meet with the party or the employee against whom such claim is to be asserted for the purpose of attempting to adjust such alleged claim without further proceedings. The request for the meeting must be made on the Informal Adjustment Form (see Appendix A) located within the Master Agreement within ten (10) days from the time of the event or the time the claimant reasonably should have known of the event.

**10.22 Written Claim.** If the claim is not satisfactorily resolved at the informal conference, the claimant shall have ten (10) days within which to file a written claim on the Grievance Form (see Appendix B) located within the Master Agreement, which claim shall include:

- A. An identification of the claimant(s);
- B. The facts upon which the claim is based;
- C. The applicable portion(s) of the agreement allegedly violated;
- D. The specific relief requested;
- E. The date of the claim; and
- F. The signature of the claimant.

A reply shall be filed within ten (10) days from the receipt of the written claim.

The content of any evaluation shall not be grievable. The qualifications, certifications and/or licenses required for any position shall not be a subject for a grievance.

**10.23 Formal Conference.** If the reply is not satisfactory to the claimant, a formal conference with the Superintendent may be requested in accordance with the following rules, namely:

- A. The claimant must make the request within ten (10) days from the receipt of the reply to the written claim.
- B. The formal conference shall be held within ten (10) days following the receipt of such request.
- C. The purpose of the formal conference shall be to seek a positive and constructive disposition of the claim and to avoid the necessity for further proceedings. Any mutual agreement as to the disposition of the claim shall be in writing.
- D. If the parties are unable to reach agreement, the Superintendent shall file a reply within fifteen (15) days after the completion of the formal conference.
- E. If the grievance has not been satisfactorily resolved, the grievant(s) may, within ten (10) days of receipt of the Superintendent's or his designated representative's decision, submit an appeal to the Board of Education through the Superintendent's office. The Board of Education or the Board Personnel Committee shall, at its next regularly scheduled meeting following receipt of the appeal, meet with the grievant(s) and with representatives of the Union for the purpose of reviewing the grievance provided receipt of the grievance is at least five (5) days prior to the scheduled meetings. The meeting shall be public or private, at the option of the grievant(s), to the extent permitted by law. The Board or the personnel committee shall within ten (10) days after such meeting, render its decision in writing to the grievant(s) with a copy to the Union representative.

**10.24 Dispute Resolution.** If the claim is not satisfactorily resolved by a Board conference, the Association may request arbitration in accordance with the following:

- A. Arbitration must be initiated within fifteen (15) days from receipt of the reply. Notice of the demand for arbitration shall be provided to the Board at that time.
- B. The Arbitrator shall be furnished by the American Arbitration Association, unless the parties mutually agree to an arbitrator.
- C. Arbitration shall be conducted in accordance with such rules as may be established by the American Arbitration Association. The Arbitrator shall not have the authority to vary the terms of the Agreement or to determine that any provision is unconstitutional or

contrary to any federal or state law or regulation, it being expressly agreed that any such determination shall be made by a court of law.

- 1) The Arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
  - 2) The Arbitrator shall have no power to establish salary scales.
  - 3) The Arbitrator shall have no power to rule on any of the following:
    - a) The termination or non-renewal of services of any teacher.
    - b) Any matter involving the content of an evaluation, unless it is a claim of failure to follow contractual procedures.
    - c) The filling, termination or renewal of extra duty positions.
    - d) Any matter within the jurisdiction of the state tenure commission
    - e) Any matter regarding layoff/recall, assignment, placement, or merit pay.
    - f) Any matter regarding discipline.
- D. The Arbitrator shall have no power to change any practice, policy or rule of the Employer or to substitute his/her judgment for that of the Employer as to the reasonableness of any such practice, policy, rule or any action taken by the Employer. The Arbitrator's power shall be limited to deciding whether the Employer has violated the expressed articles or sections of this Agreement.
- E. The Arbitrator shall have no power to decide any question which, under this Agreement, is within the responsibility of the Employer to decide. In rendering a decision, an Arbitrator shall give due regard to the responsibility of the Employer and shall so construe the Agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this Agreement.
- F. There shall be no appeal from an Arbitrator's decision if within the scope of his/her authority as set forth above. It shall be final and

binding on the Union, its members, the employee or employees involved and the Employer.

- G. Neither party shall be permitted to assert in the arbitration hearing any ground or evidence not previously disclosed to the other party.
- H. Claim for Back Pay - The Employer shall not be required to pay back wages accrued more than twenty-five (25) days prior to the date a written grievance is filed.
  - 1. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any compensation that he/she may have received from any source during the period of the back pay.
  - 2. No decision in any one case shall require a retroactive wage adjustment in any other case.

### **10.3 General Procedures.**

#### **10.31 Definitions.** As used in this article the word;

- A. "Claimant" means the party or employee filing the claim. If a claimant is an employee, the employee shall have the right to personally attend each conference or hearing and/or have an authorized representative present.
- B. "Event" means the act or omission which the claimant alleges violates one or more provisions of this Agreement.
- C. "Day" is defined in Article 2.12 (a day when the school is open and teachers are scheduled to report for duty, except that during summer recess, day means a regular business day excluding holidays and weekends.)

#### **10.32 Form of Action.** All claims, replies and requests shall be in writing and shall be filed with the other party and with the employee, if applicable.

#### **10.33 Exclusions.** The claim procedure shall not apply to:

- A. Any claim in which proceedings are pending before any administrative tribunal, agency or court, it being the intention of the parties that a claimant shall have one (1) remedy only.
- B. Any provision of the Agreement which contains an express exclusion from this procedure.

- 10.34 Provisional Relief.** A party may at any stage of the proceedings provisionally grant in whole or in part the relief requested by the claimant. Neither a provisional grant of relief, nor the failure to grant such relief, shall be considered as an admission, it being intended only for the purpose of permitting a party to mitigate damages pending a final determination of the claim.
- 10.35 Withdrawals and Denials.** Any claim or request for advancement to the next claim level which is not made within the time prescribed, shall be deemed to have been withdrawn and shall automatically terminate any further proceedings. Any claim which is not answered within the time specified shall be deemed to have been denied and the claim shall automatically advance to the next claim level unless withdrawn, except that any time limitation may be extended by mutual written agreement between the parties.
- 10.36 Costs.** Any fee paid for the services of an arbitrator shall be shared equally by the parties, except as the Arbitrator shall otherwise decide. Each party shall be responsible for its own costs. Days lost shall be deducted from Association days.
- 10.37 Contract Termination.** The provisions of this Article shall be automatically extended beyond the contract expiration date to the extent required to complete the processing of a dispute filed prior to such expiration date.

## ARTICLE 11

### GENERAL PROVISIONS

**11.1 Notices.** Any written notice given pursuant to this Agreement shall be addressed and delivered as follows:

A. Employer's Address: (Contract Administrator)  
Office of the Superintendent  
Colon Community Schools  
Colon, Michigan 49040

B. Association's Address: (Contract Administrator)  
Southwestern Michigan Education Association  
4341 South Westnedge Ave.  
Suite 1210  
Kalamazoo, MI 49008

C. Teachers: per address provided by the teacher

**11.2 Successor Agreement.** The negotiation of a new agreement shall begin upon written request of either party made not earlier than January 1 prior to the contract expiration date.

**11.3 Scope, Waiver and Alteration of Agreement.** This Agreement is intended to set forth the entire understanding between the parties and each party waives the right to enter into negotiations on any subject during the term of this Agreement, unless the Agreement makes express provision therefore. No alteration or modification of this Agreement shall be effective unless executed in writing by the parties. The parties may from time to time bring matters of mutual concern to PERC for consideration. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms of this Agreement.

**11.4 Non-Discrimination.** Each of the parties agree that provisions of this Agreement shall be applied uniformly and without discrimination.

**11.5 Duplication of Agreement.** The parties shall share equally the cost of furnishing a copy of this Agreement to each employee in the bargaining unit during the term of this Agreement.



## **11.6 Legislative Changes**

**11.61** The Michigan Legislature has enacted, and continues to enact, laws which impact the terms and conditions of employment for public school employees. The parties wish to provide and acknowledge an appropriate forum for negotiations with respect to the impact of these new laws. Accordingly, the parties do hereby agree to modify the present Agreement as follows:

1. Prior to implementing any of the changes mandated as a result of legislative revision(s) of the School Code or the State Aid Act, the parties agree to initiate collective negotiations over these topics.
2. Final agreements shall be incorporated into the existing master Agreement between the parties as an amendment to that Agreement.
3. The terms and conditions of this Agreement shall be enforceable under the terms of the Grievance Procedure, Article 10, of the negotiated Agreement between the parties.
4. The above terms will in no way diminish the Employer rights as cited in Article 3.

**11.62** This agreement indicates the number of days and dates that students will be in attendance.

The county calendar shall align with the district's calendar and state mandated instructional days and hours, at a minimum, shall be provided.

Any change in the school day to meet the required state mandated hours and any increase in student contact hours above the state required minimum is also within the scope of the individual local bargaining unit.

It is also understood that the intent of the staff days is to include all school staff; administrative, professional and educational support personnel, in not only the training; but also in the planning of said day.

**11.7 Effective Date and Termination.** This Agreement shall commence as of the date of its execution by both parties and shall remain in full force and effect until midnight, July 1, 2024.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of June 30, 2021..

COLON COMMUNITY SCHOOLS  
BOARD OF EDUCATION

SOUTHWESTERN MICHIGAN  
EDUCATION ASSOCIATION/COLON  
EDUCATION ASSOCIATION

By \_\_\_\_\_  
School Board President

By \_\_\_\_\_  
CEA President

By \_\_\_\_\_  
School Board Secretary

By \_\_\_\_\_  
CEA Negotiation Team Member

By \_\_\_\_\_  
Superintendent

**SCHEDULE A**

**COLON COMMUNITY SCHOOLS**

**2021-2024**

**A.1 Compensation**

**A.1.1 Compensation Adjustments**

- A. An elementary teacher assigned to more than 1 grade at a time will receive either a pay increase of three percent of the base pay or ten percent reduction in class size, as compared to others of the same grade levels, the option to be determined by the Employer.
- B. Loss of preparation time will be compensated at:
  - 1) The regular substitute rate for an irregular assignment, or
  - 2) The prorated amount of the percentage of the teacher's salary for a regular teaching assignment (ie 1/6<sup>th</sup> for a 6 period day).
- C. Substitute teacher pay for members of the bargaining unit shall be compensated at \$25.00 per high school class period or elementary planning period.
- D. Salary adjustments for professional service required beyond the regular work year or for deduction in pay shall be made in accordance with the following schedule, namely: Hourly = Teacher's salary divided by contracted service days divided by 8 hours. Daily=Teacher's salary divided by contracted service days.
- E. Teachers employed full time by the Colon Community School District for sixteen (16) years and more will receive in addition to the salary schedule longevity as follows

Year 17-25	\$1200
Year 26-29	\$1500
Year 30+	\$2000

Longevity pay will be paid by one of two methods:

- 1. Two installments, one at the end of each semester, to be paid with the first payroll after each semester ends. These installments will be included with the regular payroll, and separate checks will not be issued.
- 2. In 21 or 26 equal installments, whichever installment choice is made in section A.1.2. These installments will be included with the regular payroll and separate checks will not be issued.

- F. When a teacher with a minimum of twenty (20) years of teaching experience, voluntarily terminates their employment with Colon Community Schools via a written resignation they shall have the following option: Providing written notice to the district within 30 after the date of resignation, the teacher may receive 25% of sick days at the substitute rate upon retirement.

#### **A.1.2 Salary Installments.**

Salary shall be paid in 21 or 26 installments or in 22 or 27 installments as required in some years, as requested by each teacher at the beginning of each school year. The payroll schedule will be listed in the staff handbook.

### **A.2 Insurance Benefits**

- A.2.1** Each employee who enrolls in Western Michigan Health Insurance Pool (WMHIP) shall receive the benefits as defined. The Board will pay the monthly amount per the quote. (up to the CAP amount).

WMHIP rates reset each year on July 1<sup>st</sup>. Premiums are due on the 1<sup>st</sup> of each month so deductions are taken in the month prior to the coverage month.

The employer shall provide a Section 125 Premium Contribution Plan, which permits a member's contributions towards premiums to be paid with pretax dollars. Bargaining unit members electing to use the Premium Contribution Plan shall do so through a Salary Reduction Agreement and payroll deduction.

Double coverage for health insurance shall not be sought by employees. The Board of Education reserves the right to name the carrier of insurance.

- A.2.2** Teachers not electing to take any health insurance, after proving other insurance coverage, will receive the Vision and Dental Plan of benefits and will receive a cash option in lieu of health benefits. The cash amount shall be four hundred (\$400.00) dollars per month.

#### **A.2.3 Contribution Adjustments.**

- A. The benefits of a teacher who works less than a full school year or a part-time teacher shall be proportionally adjusted based upon the number of regularly scheduled teacher work days for that year.
- B. A teacher paid a cash in lieu payment shall rebate prorata any unearned portion.

C. No contribution shall be made for a teacher who does not meet the eligibility requirements for a benefit plan.

**A.2.4 Association Cooperation.** The Association agrees to cooperate with the Employer in order to discourage plan coverage which will result in the shifting of coverage cost from another employer or double coverage with no reasonable benefit to the teacher. Failure of employees to complete all change forms is the employees' responsibility and subject to reimbursement if the employer must incur extra costs due to this failure. It is the sole responsibility of the administration to provide all forms and instructions for the completion of said forms to all employees. The employer will give each employee a plan verification form no later than September 20<sup>th</sup>.

**A.2.5 Plan Year.** The benefit plan period for each contract year shall expire on August 31.

**A.2.6 Western Michigan Health Insurance Pool (WMHIP) Summary:**

- A. Health: Western Michigan Health Insurance Pool (WMHIP) - PPO or High Deductible Plan**
- B. Negotiated Life: \$10,000 with AD&D**
- C. Vision: EyeMed**
- D. Dental: ADN Administrators**

**A.3 Leave Allowances.** Each full time teacher shall be eligible for the following leave benefits.

<b>Leave Classification</b>	<b>Days</b>	<b>Accumulation</b>	<b>Compensated</b>
1. Sick & Business Leave	12 per year	130 days	Yes
2. Funeral Leave			
A. Family	5 per incident	None	Yes
B. Non-family	1 per year	None	Yes
C. Non-family	2 per year	None	Yes
(These two additional non-family funeral days will be charged to sick leave)			
3. Association Leave	Contract	None	***Yes
4. Humanitarian Leave	Agreement	None	Agreement

\*\*If these days are not used within the year earned they shall be rolled into the member's sick leave bank.

\*\*\* Cost of Substitute paid by Association

**A.4 Reimbursed Benefits.** Any request for reimbursed benefits shall be submitted to the Employer on forms provided by the Employer and shall be reimbursed within thirty (30) days following Board approval. The Employer shall have the right to pay any expenses directly or to furnish transportation facilities or materials. An

expense allowance may be established by the Employer prior to the approval of an activity which shall be in lieu the provisions hereafter provided.

**A.4.1 Transportation Allowance.** Reimbursement shall be at the rate of the Internal Revenue allowance of the standard mileage rate for business use of a car. Mileage will only be paid from the staff member's home to the off school site or from the school, whichever is closer. Established mileage from the school and return will be prepared and attached to all conference request forms.

**A.4.2 Per Diem Allowance.** Expenses for meals and lodging will be paid upon presentation of a receipt as follows:

**Meals:** Total daily allowance of \$50.00 for 3 meals, \$33.00 for 2 meals, \$16.00 for 1 meal. Receipts must be presented for reimbursement and shall not contain purchase of alcohol.

**Lodging:** Lodging will be arranged by supervisor or assigned administrative assistant for district approved overnight lodging.

**A.4.4 Payroll Deduction.** Deductions for optional benefits are limited to the contract benefit plans. There shall be only one enrollment period per year for each plan or benefit. Upon proper request, a teacher may also request payroll deductions, with up to two (2) changes per year prior to an hourly charge for further changes, for the following:

- 1) Credit Union.
- 2) A tax-sheltered annuity. The employer shall not be required to approve more than three (3) carriers. The amounts will be remitted, upon proper authorization, to the appropriate companies and/or agencies within seven (7) working days following the receipt of the invoice and following the dates when such sums have been deducted and/or contributed.
- 3) Direct Deposit. The employee must make their choice during the open enrollment period and will not be allowed to change that choice during the year. Distribution of deposits may be changed up to twice per year without a charge

Salary Schedule  
2021-2022

Step	BA	BA18	MA	MA18
1	\$36,050	\$37,389	\$38,794	\$40,657
2	\$37,064	\$38,532	\$40,051	\$42,016
3	\$38,092	\$39,675	\$41,308	\$43,375
4	\$39,120	\$40,818	\$42,565	\$44,734
5	\$40,148	\$41,961	\$43,822	\$46,093
6	\$41,176	\$43,104	\$45,079	\$47,452
7	\$42,204	\$44,247	\$46,336	\$48,811
8	\$43,232	\$45,390	\$47,593	\$50,170
9	\$44,260	\$46,533	\$48,850	\$51,529
10	\$45,288	\$47,676	\$50,107	\$52,888
11		\$48,819	\$51,364	\$54,247
12		\$49,962	\$52,621	\$55,606
13		\$51,105	\$53,878	\$56,965
14		\$52,248	\$55,135	\$58,324
15		\$53,391	\$56,392	\$59,683
16		\$54,534	\$57,649	\$61,042





**Schedule C**  
**% of BA Position Step 1**

<b>Category C</b>	<b>Year 1-2</b>	<b>Year 3-4</b>	<b>Year 5+</b>
Varsity Football	10	11	12
JV-Football	6	7	8
Assist Football (up to 2 paid positions)	6	7	8
Jr. High Football (7 <sup>th</sup> & 8 <sup>th</sup> )	5	6	7
Boys Varsity Basketball	10	11	12
Boys JV Basketball	6	7	8
Girls Varsity Basketball	10	11	12
Girls JV Basketball	6	7	8
Boys 8 <sup>th</sup> Grade Basketball	4	4	4
Boys 7 <sup>th</sup> Grade Basketball	4	4	4
Girls 8 <sup>th</sup> Grade Basketball	4	4	4
Girls 7 <sup>th</sup> Grade Basketball	4	4	4
Varsity Wrestling	8	9	10
Weight Room Supervisor	4		
Boys Track	8	9	10
Girls Track	8	9	10
Jr. High Track	4	5	6
Cross Country	8	9	10
Varsity Baseball	8	9	10
JV Baseball	6	7	8
Varsity Volleyball	8	9	10
JV Volleyball	4	5	6
JH Volleyball (up to 2 paid positions)	4	5	6
Varsity Softball	8	9	10
JV Softball	6	7	8
Competitive Cheer	5	6	7
Fall Sideline Cheer	3	4	5
Winter Sideline Cheer	3	4	5
Junior High Cheer	3	4	5
Golf	8	9	10

**Colon Community Schools  
And  
Colon Education Association  
Informal Adjustment Form**

I. Date submitted: \_\_\_\_\_

II. Concerned Employee(s): \_\_\_\_\_

Home Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Position: \_\_\_\_\_ Bldg. Location: \_\_\_\_\_

III. Violation Of Master Agreement: (List Articles and Sections)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

IV. Description of Concern: (Include time, date, and place of occurrence)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

V. Relief Sought: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature(s) of Aggrieved      Date

\_\_\_\_\_  
Date Principal's Office Received

\_\_\_\_\_  
Informal Adjustment Meeting Date

\_\_\_\_\_  
Principal Signature

Board # \_\_\_\_\_  
Assoc. # \_\_\_\_\_

**Colon Community Schools  
And  
Colon Education Association  
Grievance Form**

I. Bargaining Unit: \_\_\_\_\_  
II. Unit Representative: \_\_\_\_\_  
III. Date first submitted: \_\_\_\_\_  
IV. Aggrieved Employee(s): \_\_\_\_\_  
Home Address: \_\_\_\_\_  
Home Phone: \_\_\_\_\_  
Position: \_\_\_\_\_ Bldg. Location: \_\_\_\_\_

V. Violation Of Master Agreement: (List Articles and Sections)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

VI. Description of Grievance: (Include time, date, and place of occurrence)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

VII. Relief Sought: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Signature(s) of Aggrieved \_\_\_\_\_ date \_\_\_\_\_ Signature of Unit Representative \_\_\_\_\_ date \_\_\_\_\_

Informal Adjustment date: \_\_\_\_\_ Grievance Receipt date: \_\_\_\_\_  
Received in Superintendent's Office by: \_\_\_\_\_

# Colon Community Schools

## 2021-22 Early Start School Calendar

July 2021						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

7 Student Days

August 2021						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

20 Student Days

September 2021						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

20 Student Days

October 2021						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

20 Student Days

November 2021						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

20 Student Days

December 2021						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

13 Student Days

January 2022						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

21 Student Days

February 2022						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

18 Student Days

March 2022						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

23 Student Days

April 2022						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

15 Student Days

May 2022						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

21 Student Days

June 2022						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

2 Student Days

1st Quarter Ends-October 22-42 Days  
 2nd Quarter/First Semester Ends-December 17-38 Days  
 3rd Quarter Ends-March 11-48 Days  
 4th Quarter/2nd Semester Ends-June 3-52 Days