

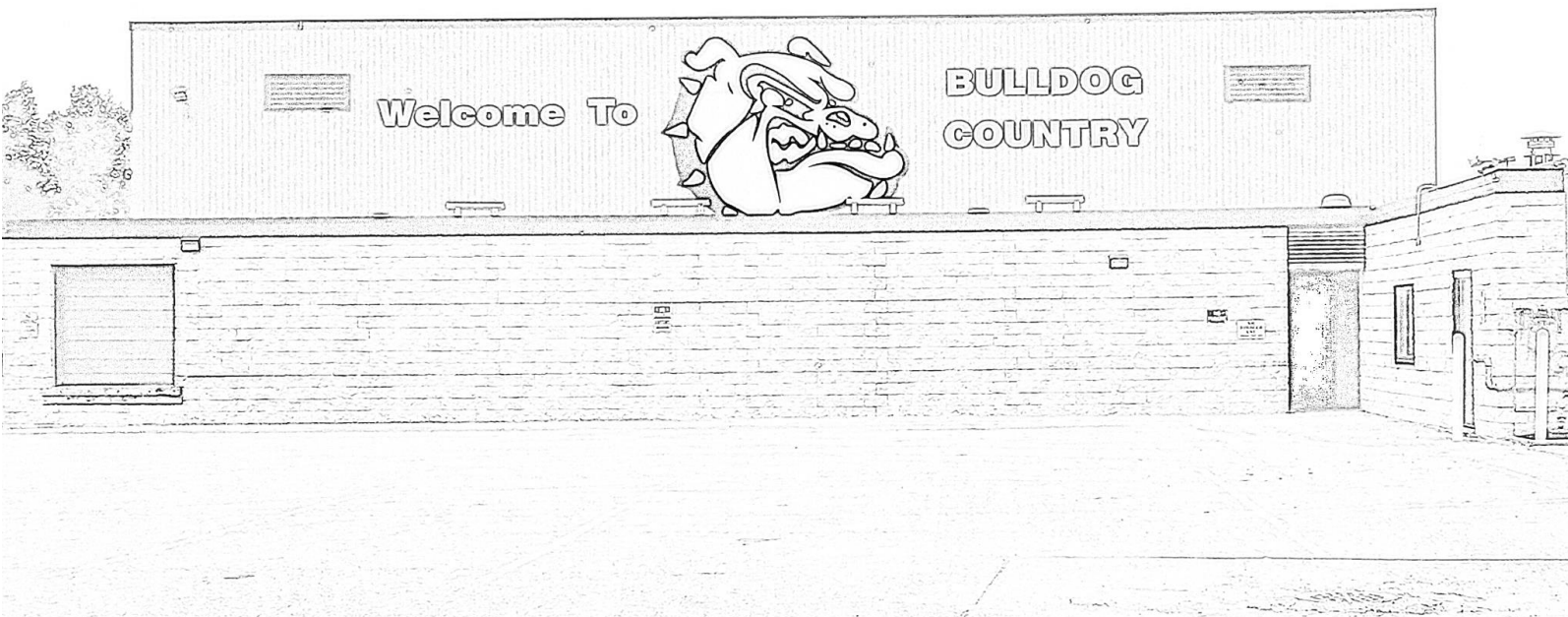
# Rudyard Federation of Teachers

# RFT

## CONTRACT

with Rudyard Area Schools  
Board of Education

**July 1, 2024 – June 30, 2027**



Article 1: Recognition .....	3
Article 2: Teacher Rights .....	3
Article 3: Board Rights .....	6
Article 4: Teaching Hours.....	8
Article 5: Emergency School Closing.....	10
Article 6: Teaching Loads.....	11
Article 7: Teaching Conditions.....	13
Article 8: New Student Procedure.....	16
Article 9: Protection of Teachers .....	16
Article 10: Professional Responsibilities .....	18
Article 11: Professional Compensation .....	18
Article 12: Leave Pay .....	21
Article 13: Leave of Absence Without Pay .....	26
Article 14: Separation of Services .....	27
Article 15: Grievance Procedure .....	29
Article 16: Negotiation Procedures.....	32
Article 17: Schedule A (Salary) .....	33
Article 18: Schedule B (Coaches) .....	35
Article 19: Schedule C (Groups/Clubs/Etc) .....	37
Article 20: Health Insurance Benefits .....	38
Article 21: School Calendar.....	41
Article 22: Miscellaneous Provisions .....	41
Article 23: Duration of Agreement .....	42

## **Article 1: Recognition**

The Board hereby recognizes the Federation as the exclusive bargaining representative for all persons certified as teachers by the Michigan Department of Education and employed by the Board in a teaching position, including non-certified teachers who are hired by the board to fill a teaching vacancy, and other personnel that may require certification or degrees who are not responsible for the hiring and/or firing of certified personnel. All other positions are excluded, among those being: Superintendent, Asst. Superintendent, Principals, Director of Vocational Education, Coordinator of Instruction K-12, Assistant Principal, substitute teachers, teacher aides, any other non-teaching positions, supervisors, third-party contractors, and all other employees within the meaning of the Public Employment Relations Act. The term 'teachers' when used hereinafter in this agreement, shall refer to all employees represented by the Federation in the bargaining unit as above defined.

## **Article 2: Teacher Rights**

- A. Pursuant to the Michigan Public Employment Act as amended, the Board hereby agrees that all certified personnel, as defined in Article I, of the Board shall have the right to freely organize, join, and support the Federation for the purpose of engaging in collective bargaining or negotiations and other activities for mutual aid and protection. All certified personnel are equally free to refrain from organizing, joining, or supporting the Federation pursuant to Act 349 of 2012.
- B. Nothing contained herein shall be construed to deny or restrict any teacher rights *they* may have under Federal or Michigan laws. The rights granted teachers hereunder shall be deemed to be in addition to those provided by laws.
- C. The Federation and its members shall have the right to use school facilities at all reasonable hours for meetings with the consent of the Board or its representative. Such meetings are not to interfere with other regularly scheduled activities. No meetings will be held on holidays or Sundays unless Board permission is obtained.
- D. Duly authorized representatives of the Federation shall be permitted to transact official Federation business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- E. The Federation shall have the right to use computers, networks, duplicating equipment and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use at school. Available supplies may be

purchased by the Federation at cost. No equipment shall be removed from the site without prior permission of the Board or its designee.

- F. The Federation shall have the right to post notices and matters of Federation concern on teacher bulletin Boards, at least one of which shall be provided in each lounge of the school building. The Federation may use teacher mailboxes for communications to teachers. The Federation agrees to limit the posting and transmitting of materials of an established political party to the teachers' mailboxes. No teacher shall be prevented from wearing insignias, pins, or other identification of membership in the Federation on or off school premises. Any materials posted shall not contain anything of a defamatory nature. Posting of materials on political candidates is not allowed.
- G. The Board agrees to furnish to the Federation, in response to reasonable requests from time to time all available compiled public information concerning the financial resources of the district, tentative budgetary requirements and allocations, and such other information as will assist the Federation in developing programs on behalf of the teachers, together with information which may be necessary for the Federation to process any grievance or complaint.
- H. Copies of the tentative agenda and notes regarding the agenda for regular and special Board meetings shall be sent electronically to the Federation President and other designees at the time they are sent to members of the Board.
- I. Each teacher shall have the right, upon request, to review the content of his/her own personnel file. The teacher may request a representative of the Federation to accompany him in the review. The review shall take place in the Administrative Office in the presence of a representative of the Board. Nothing shall be removed from a teacher's file, including tenure recommendation. As of this contract, each teacher's personnel file shall contain the following minimum items of information:
  - Required medical information
  - All teacher evaluation reports
  - Teacher certificate
  - A transcript of academic records
- J. The Federation will have representation on teacher hiring committees and committees formed to discuss, update, and/or change handbooks.

- K. The Federation shall appoint two (2) members of each building by September 15 to the Leadership Team who shall work with the building principal and shall mutually agree to the in-service program for that building.
- L. House Bill 4752 stipulates the conditions under which retired educators from the Michigan Teachers Retirement System may re-enter the classroom. Seniority status will commence on the day of hire after retirement.
- M. Dues Deduction: Consistent with the requirements of Michigan's Public Employment Relations Act (PERA), each employee has the choice of whether or not to become a union member and pay dues.
  - 1. Payroll Deduction of Union Dues.
    - a. Each Employee who chooses to become a member of the Union shall complete and sign a
    - b. Union membership form, which shall authorize the deduction of Union dues from their wages the membership form shall be prepared by the Union and be acceptable to the Employer, provided that the Employer may not unreasonably reject the text of the form. The Union may change the text of the form from time to time and the Employer shall be provided notice of any change and a copy of the modified form.
    - c. The Union shall provide the Employer a list of persons who are members of the Union and wish to have dues deducted. Upon receipt of that list, the Employer will deduct the appropriate amount of dues from Union members' wages. The Union shall notify the Employer of the amount of dues to be collected.
    - d. Monies so deducted will be transmitted electronically to the Union's bank account no later than fifteen (15) business days following each deduction.
    - e. A data file documenting each deduction will be transmitted to the Union in Excel or another mutually agreeable electronic format no later than fifteen (15) business days following each deduction.
  - 2. Change of Member Status. To withdraw their authorization of membership dues deduction, an Employee must notify the Union in writing that they wish to withdraw from membership and remove their authorization of dues deduction. Payroll deduction of dues will cease as soon as practicable upon the Union's receipt of notice from the member that they wish to end membership and communication of that change to the Employer.

3. Payroll Deduction of Voluntary Contributions. Union members may also authorize the deduction of voluntary contributions to the Union's political action fund. The Employer agrees to collect such deductions according to the same process as provided for dues above.
4. Indemnification. The union agrees to defend, indemnify and save the Employer harmless against reasonable attorney fees and court costs, and any and all claims, suits, or other forms of liability because of compliance with this Article, provided that in the event of any such claim, suit, or action, the Employer shall give timely notice of such action to the Union. The Employer agrees to give full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both the trial and appellate levels.

### **Article 3: Board Rights**

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

- A. To the executive management and administrative control of the school systems and its properties and facilities, and the activities of its employees;
- B. To hire all employees and subject to the provision of law, to determine their qualifications and the conditions for their continued employment
- C. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.
- D. To approve the means and methods of instruction, the selection of textbooks, and other teaching materials, and the use of teaching aids of every kind and nature.
- E. To determine class schedules, the hours of instruction, and the duties, and responsibilities, of employees with respect to administrative and non-teaching activities, and the terms and conditions of employment.

F. To determine reasonable provisions for health, safety, and first-aid of employees during hours of employment.

G. The Board shall not contract or subcontract any work that is normally performed by the Federation that would cause a reduction of an employee's regularly scheduled work hours.

H To require a teacher to obtain a mental or physical examination at the Board expense when there exists reasonable doubt as to the teacher's effectiveness due to health problems. The examining physician or physicians shall be designated by the Board. The results are to be filed with the Board for action as to retention or forced leave of absence. If the teacher is dissatisfied with the results of the first examination, the teacher may request a second examination at his/her expense with the physician or physicians to be selected by mutual agreement between the Board and the Federation. If the teacher refuses the Board recommended examination by an appropriate physician, or if a second physician cannot be mutually agreed upon, the decision of the Board concerning leave or retirement shall be final.

I The exercising of the foregoing powers, rights, authority, duties, and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use and judgment and discretion in connection therewith shall be limited only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and Constitution and laws of the United States.

J Notwithstanding anything contained in this Agreement, the Board reserves the right to take any steps that may be necessary to comply with the Americans With Disabilities Act (ADA) or other similar federal or state legislation, including steps needed in order to reasonably accommodate an employee's disability, such as, but not limited to, restructuring a job or position, reallocating or redistributing job functions or requirements, altering when or how job functions are performed, creating modified or part-time work schedules, granting preference in work schedules or shifts, creating flexible leave policies, providing disabled employees with transfers or reassignments to vacant positions and providing benefits that may be necessary to reasonably accommodate disabilities. It is understood and agreed that such action may be taken by the Board without prior bargaining with the Federation. In the event any provision of this Agreement or application of this agreement conflicts with the ADA or similar state or federal legislation, the legislation shall prevail. In the same event of a claim by Federation alleging that this provision has been misinterpreted or misapplied, this provision shall be

interpreted in a manner consistent with the purposes underlying the ADA and other similar federal and state legislation.

#### **Article 4: Teaching Hours**

- A. The teacher's day shall begin and end according to the prescribed schedule determined by the Board and members of the Federation by April 1st of the preceding school year. If an agreement cannot be reached, the school day will run based on the previous year's start and end times.
- B. During hallway passing times, teachers will supervise hallway areas within the proximity of their classrooms and be visible to students.
- C. Teachers must report 10 minutes before the start of the school day and may leave 5 minutes after dismissal, when student supervision is no longer required. In the event of a two hour delay, teachers will report 2 hours later than their normal reporting time.
- D. Part-time teachers who are not serving in a substitute position will be treated in the following manner:
  - 1. The Superintendent will place those individuals on the appropriate salary level.
  - 2. Their daily rate will be determined by the following formula:
    - a.  $(\text{Step} / \text{Number of hours taught}) \times \text{Actual days to work}$
- E. The Board recognizes the principle of a standard forty-hour week and will so far as possible set work schedules and make professional assignments which can reasonably be completed within such standard work week. The Board will not require teachers to work regularly in excess of such standard work week within or outside of any school building.
- F. Classroom teachers will be free to leave the room when special teachers assume charge of students. If a specials teacher, or substitute is not available, the teachers scheduled for that day will be notified by 8:00 a.m. or as soon as possible and compensated for their time at the hourly rate as defined for internal subbing (Article 11: H.).
- G. All teachers will be assigned a continuous duty-free lunch period of at least thirty (30) minutes in length.



- H. Contact time. In the event contact time needs to be adjusted to meet the requirements established by State Law, Michigan Department of Education, and any subsequent contact language may be adjusted by mutual consent. As decided by a joint committee made up of RFT Board members and administration, upon publication of the revised State Code, the committee shall examine the need for additional time to the school day and the need for inclusion of Professional Development Days in the calendar. It is agreed that teachers shall meet the required contact time requirements, as established by the Michigan Department of Education, in order to allow the district to qualify for full state aid.
- I. To provide more flexibility in scheduling individual parent-teacher conferences, each building principal may schedule additional Parent-Teacher conferences throughout the school year, provided the affected teacher receives compensation equal to the additional time scheduled for such conferences.
- J. In order to provide more flexibility in scheduling meetings, each building principal may require teachers to attend after school meetings which last beyond the teachers' contract time, provided that the teachers receive compensation equal to the additional time they are required to remain in school.
- K. The principal may bank time for additional parent-teacher conferences, open houses, or staff meetings, which extend the teacher time at school beyond the contract day, through compensation time.
- L. Teachers may be required to remain after school without additional compensation or release time, for up to one hour and 30 minutes per month during the academic year, to attend meetings called by the school Superintendent or Principal.
- M. If a teacher who is assigned responsibilities and is required to attend activities where student supervision is needed, which occurs beyond the contract day, that teacher shall receive comp time for those activities.

#### **Article 5: Emergency School Closing**

- A. In case of early dismissal due to inclement weather, teachers may be asked to remain up to ten (10) minutes after student dismissal.

- B. In the event that a teacher is unable to get to school because of the closing of roads by law enforcement agencies, such teacher shall have the time charged against sick leave time. In the event that a substitute teacher has been hired, the teacher will be charged with a full day's sick leave even though school is dismissed early.
- C. If the start of the school is to be delayed because of inclement weather or other emergency situations, teachers will report to work ten (10) minutes before the announced starting time of classes.
- D. When school is officially called off, teachers will not have to report to their buildings.
- E. When scheduled days of student instruction are canceled because of conditions not within control of the school authorities (Acts of God), the days will be rescheduled at the discretion of the Board of Education (after negotiating with the Federation) to ensure that the number of actual student instructional days required are held in order for the District to receive full state aid. Teachers will receive their regular pay for days that are canceled but shall work on any rescheduled days with no additional compensation.
- F. Rescheduled days will be added to the end of the school year or where appropriate in the district calendar.
- G. Should an instructional day be rescheduled and insufficient students attend to count it as a day of instruction, teachers will be obligated to attend a subsequent rescheduling of the instructional day. Teachers will be compensated per diem for the extra day or days.
- H. In the event of make-up of student days and instructional hours lost due to circumstances outside the of the district, make-up days for student days and instructional hours will be no more than the state mandated student days and instructional hours needed to qualify for state aid without penalty.
- I. The Board and the Federation will negotiate any workday changes and the impact on the teacher's day.

#### **Article 6: Teaching Loads**

- A. A normal secondary teaching load in Grades 7-12 will be six (6) assigned teaching periods and one (1) preparation period per day. In addition, teachers in

grades 7-12 may be assigned homeroom duty by the principal. Additional supervision would be mandatory when necessary to ensure the smooth operation of the school system.

1. The total contact time will be increased to conform to the requirements established by State Law, Michigan Department of Education.
  2. Special education teachers will be assured teaching specialists in art, music, and physical education if these services are provided for in the student's planned program.
  3. There will be no departure from these norms except in case of an emergency.
- B. Teachers will be guaranteed a minimum of 52 minutes each day or 260 minutes per week for preparation. Every attempt will be made to give teachers preparation time in blocks of 30 minutes or more.
- C. All teachers will have a 30-minute duty free lunch period.
- D. Teachers other than grade level teachers will have their 52 minutes of preparation time organized to fit their special situations.
- E. Teachers shall be given a written assignment prior to the close of school in June as to their tentative assignments for the coming school year. New teachers shall be given a written statement as to their tentative assignment as soon as possible after their hire date.
- F. Teachers who will be affected by grade and/or assignment changes will be notified by their principals as soon as practicable and prior to June 1. If a change is necessary after this date, a certified letter and an email will be sent to inform the teacher of the change.
- G. When the number of E.I. (Emotionally Impaired), M.I. (Mentally Impaired), or SLD (Specific Learning Disability) students assigned to a building by IEPC (Individualized Educational Planning Committee) action meets EUPISD qualifications for aide assistance, such assistance will be provided. The aide will be assigned to the classroom by the building administrator.
1. A teacher may request an administrative review of a special education student's program by contacting the building principal. Within seven (7) working days, the Principal will convene a meeting to review the student's program. Those attending the meeting shall usually include the

building principal, the classroom teacher, the resource room teacher, and special education coordinator, and teachers of art, music, and physical education at the request of the building principal. Program changes will occur only through the regular I.E.P.C. procedure. The building principal shall make known to all involved teachers any special and/or educational problems associated with the student.

#### H. Compensation Time

1. When a teacher is used as a substitute on a voluntary basis, the teacher will receive an hour of compensation time for each class period worked as a substitute teacher.
  2. When a teacher is used to monitor students before or after school, or during lunch on a voluntary basis, the teacher will receive equal compensation time.
  3. Teachers will have the opportunity to earn compensation time for assigned duties not otherwise specified in this contract.
- I. IEPC's and SATM's and/or pre-referral screenings may be held during teachers' prep time with no compensatory time, up to a total of five such occasions per teacher/per year. After five (5) such occasions, the teacher shall be paid either one (1) hour comp time or one (1) hour pay for each occasion during the school year.
- J. Special education teachers are expected to conduct all IEPC's during their regular school day. Substitute teachers will cover their classrooms.

#### **Article 7: Teaching Conditions**

- A. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to ensure the high quality of education that is the goal of both teacher and the Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school day should be directed at ensuring that the energy of the teacher is primarily utilized to this end.
- B. Because the pupil-teacher ratio is an important aspect of an effective education program, the parties agree that the class size should be lowered whenever possible. If the recommended maximums are exceeded on the elementary level for a period of ten (10) consecutive school days, the teacher will be paid one additional hour at \$60.00 per day. Administration will make a good faith effort to keep classrooms within the same grade level as even as possible. On the

secondary level when the average class loads exceed the recommended maximum for a period of ten (10) school days, the teacher will be paid one additional hour at \$60.00 per day.

1. Whenever the recommended class size is exceeded by three (3) students or more, a review committee consisting of the building principal, the teacher(s) involved, and the Federation Building Representative will meet within ten (10) school days of the reported overload and work to resolve the overload.
2. If this review committee has not reached a mutually agreed upon solution to the overload within five (5) school days, a planning committee consisting of the Superintendent of Schools, the building principal, Federation representatives, and the teacher(s) involved will meet to develop a plan to relieve the overload. The first meeting of this planning committee must be within five (5) school days of its formation. This committee will also have the responsibility to set the time line for the implementation of the solution.
3. Committee decisions shall be made known to all parties involved, i.e. Board of Education, Superintendent of Schools, and the Rudyard Federation of Teachers Board of Directors.

C. The recommended class size per teacher is not designed to inhibit large group instructions.

- |   |             |
|---|-------------|
| (1) Kindergarten  | 22 students |
| (2) First-Second Grades                                   | 25 students |
| (3) Third-Sixth Grades                                    | 28 students |
| (4) Special classes for Handicapped or mentally impaired  |             |
| - State Limitations                                       |             |
| (5) Special sight-saving and hearing conservation classes |             |
| - State Limitations                                       |             |
| (6) Emotionally impaired classes                          |             |
| - State Limitations                                       |             |

D. The maximum class size per teacher in the Middle/High School shall be as follows:

- |                 |             |
|-----------------|-------------|
| 1. CTE Programs | 22 students |
| 2. English      | 30 students |

3. Social Studies	30 students
4. General Electives	30 students
5. Mathematics	30 students
6. Language	30 students
7. Business	30 students
8. Science	30 students
9. Typing	30 students
10. Woodshop	24 students
11. Drafting	24 students
12. Art	24 students
13. Home Economics	30 students
14. Physical Education	39 students
15. Theatre Shop	30 students
16. Weightlifting	30 students

- E. No teacher will be assigned more than two separate grade levels at the elementary school. The two grades are to be consecutive and the maximum recommended class size shall be reduced by three (3) less than the lower of the two grade levels. A K-1 split will be used per administrative discretion. A classroom designated as K-1 split is to have a three (3) hour per day aide.
- F. Classes such as industrial arts, science, art, computers, and any others, which require the use of workstations, shall not exceed the number of workstations available without the expressed consent of the teacher.
- G. The Board recognizes that the appropriate texts, library reference facilities, maps, globes, laboratory equipment, audio-visual equipment, technology, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes to implement all joint decisions thereon made by its representatives and the Federation. The Board agrees at all times to keep the schools reasonably and properly equipped and maintained when finances permit.
- H. The Board shall make available in each school a restroom, lunchroom, and lounge for use by teachers, substitute teachers, and non-certified support staff.
- I. The Federation may install vending machines in the teacher's lounge with the proceeds to go to the Federation Scholarship fund. The cost of installation is to be

defrayed by the Federation and the machines are to be operated by members of the Federation.

- J. The following shall be provided for teacher use:
  - 1. Parking facilities
  - 2. A separate desk for each teacher in the district with drawer space and key to such desk when available.
  - 3. Suitable locked closet space for each teacher to store coats, overshoes, and personal articles, and a key to such closet upon request.
  - 4. The teacher may request a key for his/her building to be checked out with the principal for a designated period of time. The key is not to be duplicated.
- K. The Board agrees to relieve teachers of cafeteria duty in grades K-6.
- L. In Grades K-6, the bookkeeping duties may, if assigned, include (1) attendance keeping as required by State Law; and (2) collecting money, taking daily lunch counts, recording grades and attendance in CA-60's. In Grades 7-12, the bookkeeping duties may, if assigned, include (1) attendance books as required by State Law; (2) keeping of grade books. First period in the morning and afternoon classes may be used from time to time in order to carry out administrative duties. Homeroom meetings may be called when necessary.
- M. Calendar days designated as teacher work time will not be used for professional development. Any building/district organizational meetings must be completed by 10:00 a.m. on full days and 9:00 a.m. on half days.
- N. A mentor shall be assigned by the building principal to every probationary teacher upon entrance into the system. This assignment will be given to the teacher in writing. The mentor will be a tenure teacher and shall be engaged in teaching within the same grade, building, or discipline as the probationary teacher. It shall be the duty of the mentor to assist and counsel the probationary teacher in acclimation to the teaching profession and the school system.

#### **Article 8: New Student Procedure**

K-6 student registering after 9:30 after the first day of school will report to the classroom at the beginning of the next school day following registration.

## **Article 9: Protection of Teachers**

- A. Since the teacher's authority and effectiveness in his/her classroom is undermined when there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of warden or custodian of certifiable emotionally disturbed students. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians, or other professional persons, the Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil.
- B. It is recognized that discipline problems are less likely to occur in schools which are well administered along clearly defined Board policies on the area of student conduct. It is, therefore, the responsibility of the school staff to maintain these standards. It is the responsibility of the Board to advise staff not maintaining these standards and to give assistance, counsel, and recommendations as to how to improve the particular problem.
- C. A teacher may exclude a pupil from class when the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom a major distraction or a safety threat to other students. In such cases, the teacher will furnish the principal, as promptly as his/her teaching obligations will allow, full particulars of the incident in writing. The pupil shall not be returned to the class until after consultation by the principal with the teacher. Final determination shall be made by the principal or his/her designee.
- D. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative. The Board shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.
- E. If any teacher is complained against or sued as a result of disciplinary action taken by the teacher against a student that is within the written policies of the Board of Education, the Board will render all possible assistance to the teacher's defense. If the incident is determined to be the result of teacher provocation, the Board shall have the option to provide or not to provide all reasonable assistance to the teacher.



- F. Time lost by a teacher in connection with any incident mentioned in this Article shall not be charged against the teacher unless the teacher is found guilty of wrongdoing in an established court of law.
- G. Teachers shall exercise care with respect to the safety of pupils and property but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to persons or property.
- H. The Board will review recommendations made by the Federation, submitted through the principal concerned, pertaining to rules and regulations setting forth procedures to be utilized in disciplining, suspending, or expelling students for misbehavior. Such rules will be made available by the administration to teachers, parents, and students at the commencement of each school year.

#### **Article 10: Professional Responsibilities**

- A. Teachers are responsible to the Board of Education for exercising the duties of teachers as prescribed by law.
- B. Teachers have a professional and moral obligation to the students placed in their care that extends beyond the lawful requirements. These obligations include, but are not limited to, providing an atmosphere conducive to learning, providing an opportunity for the child to participate in class in a democratic way according to the level of maturity, providing guidance of the child in moral growth as well as academic learning, treating each child as an individual, and encouraging children to work for high individual goals. The teacher's responsibility to the child is not limited to the classroom but extends to corridors, after school functions, field trips, and whenever the child is under the teacher's care. Teachers should also be positive advocates in the community for their students and the school as a whole.
- C. Each teacher has the responsibility to the parents of each child to report the child's progress in school in a fair, unbiased manner. Every parent has the right to expect that information concerning this child will remain confidential.
- D. Teachers have the responsibility to their profession to act in a professional and legal manner. The Federation shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof, and the Board recognizes that the Code of Ethics of the Education Profession, as

adopted by the RFT, 1982 revision, is considered by the Federation and its membership to define acceptable criteria of professional behavior. The Federation shall recognize the Code of Ethical Procedures, Governing Relationships of Board of Education and Superintendent of Schools. Refer to Neola Policy 3210.

- E. Teachers will provide Special Education Services as prescribed by law.

### **Article 11: Professional Compensation**

- A. The salaries of teachers covered by this Agreement are set forth in Article 17, Schedule A which is attached to and incorporated in this Agreement. Such salary schedule shall remain in effect during the term of this Agreement.
- B. Salary placement on the schedule is based on the teacher's degree level and the total years of teaching experience. Newly hired teachers, with prior certified teaching experience, will not be assigned a step surpassing their actual years of experience and length of service in similar teaching positions. The employer will notify the RFT and the determination of the new hires' years of service credit will be jointly determined by the RFT and the district prior to making an offer to a candidate.
- C. Teachers who have taught for a minimum of 15 years at Rudyard Area Schools and are returning either under Bill 4752 or as a regular hire may be placed on any step that is mutually agreed upon.
- D. The salary schedule is based upon the normal weekly teaching load as defined in this contract. For extra work the teacher shall be entitled to appropriate additional professional compensation as defined in Article 19: Schedule C, which is attached to and incorporated in this contract. The teacher shall be paid for attendance at any educational or civic function where attendance is not voluntary but required with the exception of the Annual Open House and teacher's meetings. All teachers' meetings are to commence during the contract day.
- E. A teacher shall have the right to reject any teaching assignment in excess of the normal teaching load.
- F. The teacher's hourly rate shall be determined in the following manner:

1. Teacher's annual contractual salary divided by contract days divided by maximum Periods per day = period rate.
2. Teacher's annual contractual salary divided by contract days = Daily Rate

G. Compensation Time:

1. When the teacher accumulates a total of six hours (seven hours when district has 8 periods) of compensation time, they are eligible to take a day off of his/her choice.
2. All requests for compensation time must be submitted to the building principal at least five working days in advance.
3. If an employee opts for payment instead of time off, compensation time will be paid at a rate of \$35.00 per hour.
4. Employees selecting compensation days off, but not using them within the current school year, will be compensated at a rate of \$30.00 per hour. Any accumulated compensation time must be paid by June 30 of each year.
5. If a teacher does not accumulate the required hours for a full day off within a year, they can choose to receive compensation for all hours earned at the rate of \$30.00 per hour.
6. For compensation time to be used before or after Christmas or Spring break, a request must be made to the building principal by Oct. 1 of that school year.

H. Teachers will be paid over 24 pays (1<sup>st</sup> and 15<sup>th</sup> of the month). Should a regular payday fall when school is not in session, the check will be direct deposit on or before the pay date.

I. Teachers who work on a twelve-month basis are paid for 12 months service.

J. A teacher engaged during the school day in negotiations on behalf of the Federation with any representative of the Board or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of salary.

K. Representatives of the Federation shall be released from regular duties without loss of salary for the purpose of participating in area, regional, state or national meetings of the MFT, AFT, AFL-CIO. The total time for release of Federation representatives shall not exceed collectively for the unit eight (8) days in any one school year. If over 8 days, the union shall reimburse the district for the total cost of the substitute. The Federation shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for the release time.

- L. The results of any medical tests required by State or Federal law will be supplied to the administration.
- M. Teachers who are assigned special duties shall be reimbursed during the next available pay period or within three weeks time.
- N. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for tax deferred annuities for not more than eight (8) tax deferred annuities, and a credit union mutually agreeable to both parties, U.S. Government Savings Bonds, or any other plans or programs jointly approved by the Federation and the Board. An employee is limited to two companies for tax deferred annuities.

## **Article 12: Leave Pay**

- A. A probationary teacher shall be entitled to thirteen (13) days sick leave after working ten school days. A tenure teacher shall be entitled to thirteen (13) days sick leave upon signing contract for the next year. Four (4) of the thirteen days may be used for purpose of personal business. Teachers hired after the first day of school in September shall have the thirteen days sick leave pro-rated in accordance with their length of service for the year. A teacher absent from duty because of personal illness or injury shall be paid his/her full salary for the period of such absence; not to exceed a total of thirteen (13) working days in any one year, except where additional leave time has been accumulated.
- B. Each teacher shall be entitled to unlimited accumulation for the unused portion of each year's sick leave, which shall be available in future years.
- C. If possible, routine health examinations, dental appointments, or surgical procedures should be scheduled on non-school time.
- D. Leaves of absence with pay chargeable against the teacher's allowance shall be granted for the following reasons:
  - 1. Sick Leave:
    - a. Sick leave, which shall include: personal illness, which makes it unwise for the employee to be at school, and/or illness in the immediate family.
    - b. Up to three (3) days time for attendance at the funeral service of a person whose relationship to the teacher warrants such attendance.

Upon request, additional days may be granted by the Superintendent.

2. Personal days.

- a. Teachers will notify the principal two-(2) school days in advance of taking personal days except when the principal determines an emergency exists.
- b. Personal days cannot, without special permission of the principal, be taken two (2) school days prior to or following school vacation.
- c. Recognizing that the effectiveness of a school day can be severely affected by the absence of regular teachers, personal days shall be approved at the discretion of the principal.
- d. Personal leave days shall be subtracted from the 13 days sick leave granted per year.
- e. At the end of the school year a teacher's unused personal days may be put into a personal time bank not to exceed 5 days/35 hours. When the 5 days/35 hour bank is full, the unused personal time will go to the teacher's sick leave for the following year.
- f. Comp time accumulated by a teacher may be carried over to the next school year in a bank. The bank is not to exceed 2 days/12 hours. Any additional comp time will be paid to the teacher at the end of the school year. The teacher has the option of whether to carry a comp bank from year to year or to be paid at the end of each school year.

3. Sick leave will only be approved for transfer within/between unions for a serious/severe life-event, which is a health condition that carries a high risk of mortality, negatively impacts quality of life, daily function and/or is burdensome in symptoms and treatments or caregiver stress. A signed agreement between the unions involved must be delivered to the Business Manager and Superintendent for approval on pay period prior to the transfer. Limit of 10 days per person may be transferred per school year. The Superintendent will have final approval.

- E. Each teacher will be covered by the applicable Worker's Compensation laws and the Board further agrees to pay the injured teacher the difference between his/her weekly income and the amount to which the teacher is entitled under provisions of Worker's Compensation laws for a period up to 120 working days. Beyond 120 working days, such payments would be charged against sick leave on a pro-rated basis computed on the relationships of the differential pay to his/her regular weekly pay until the sick leave is exhausted. Family health insurance

benefits for the employee on Worker's compensation leave will be paid by the Board for the duration of the leave, not to exceed nine (9) months, not to exceed the District Cap under PA 152.

- F. Teachers shall be given written notice of total sick leave accumulated from prior years at the beginning of the school year.
- G. After seven years of service in Rudyard Area Schools, a teacher upon termination of services, or retirement shall receive \$100 per day for up to 100 days and \$50 per day for days 101-150. In the event the death of an employee precedes termination/retirement, this benefit shall be paid to the employee's beneficiary.
- H. A sick leave bank for the benefit of teachers shall be established based on the following conditions:
  - 1. Whenever the bank reaches the minimum of two times the number of full-time teachers, it shall be replenished by each teacher contributing one day sick leave to the bank. Such replenishment shall take place only once in a fiscal year.
  - 2. Whenever a teacher joins the staff, the teacher shall contribute one day to sick leave bank.
  - 3. In the event that the bank is exhausted, teachers may donate additional days on a volunteer basis.
  - 4. The maximum number of days that may be accumulated in the bank shall be 275. This maximum shall not apply to the contribution of new teachers.
  - 5. The maximum number of days that any teacher shall be able to draw from the sick bank will be sixty (60) days for a tenure teacher and thirty (30) days for a probationary teacher. No teacher shall carry a debt above these limits.
  - 6. A teacher shall not be eligible to draw from the central bank until his/her own personal sick leave has expired.
  - 7. Teachers who had borrowed days from the bank can repay their borrowed days in the following ways:
    - a. In succeeding years, a teacher who had borrowed from the bank shall replace one-half (1/2) of his/her accumulated sick leave at the end of each year into the central bank until the teacher has replaced the loan; and/or
    - b. Pay off the balance at a rate of \$210 per day through lump sum, or a pre-tax payroll deduction of \$70 per check until all days are reimbursed.

- c. In the event that all days are not paid back by the time the teacher leaves the district, the remaining days will be paid by the teacher at the rate of \$210 per day owed.
        - i. Days borrowed prior to the 2024-2025 school year will not be subject to c in the event of leaving the district.
    - 8. A request to borrow days from the sick bank will be presented to the Union board. Administration will be notified upon approval.
    - 9. Decisions regarding sick bank determined by the RFT Board shall not be subjected to the grievance procedure.
  - I. Leave of absence with pay **not** chargeable against the teacher's allowance shall be granted for the following reasons:
    - 1. Jury Duty- Teachers called for jury duty shall be paid their full salary provided the employee, upon receiving money from the court, reimburses the Board any per diem rate for said jury duty. Any mileage payment shall be retained by the employee.
    - 2. Court appearance as a witness in any case connected with the teacher's employment or the school and involving no moral turpitude on the part of an employee, except in a case instituted by a teacher.
    - 3. Attendance at conference- All requests for attendance at conferences during school time, or at any time if reimbursement for expenses is to be claimed, are to be in writing to the principal. If final approval is given, the principal will sign a conference request form, and reimbursement will be made as follows:
      - a. Travel expenses by car will be reimbursed at the prevailing IRS rate per mile plus actual expenditures for tolls. Travel expenses by common carrier will be reimbursed at cost, if a district vehicle is not available.
      - b. Cost of lodging will be reimbursed at a maximum of \$100.00 (plus tax) per day for attendance at approved conferences. Lodging will be paid the night before a conference but not the night after the conference, any exception must be pre-approved by the superintendent. Meals will be reimbursed at the rate of:
        - i. \$14 for breakfast
        - ii. \$16 for lunch
        - iii. \$30 for dinner
- per day with proof of itemized receipts: All requests for reimbursement must be accompanied with itemized receipts within a reasonable amount of time. Receipts will

not be honored for such items as water, pop, gum, or other incidentals.

- c. With the approval of the employee's immediate supervisor, the employee may leave during the normal school hours to attend an approved conference. The time used for travel may not extend past the normal school day per Federation contract and must only be used for travel time. Mitigating circumstances would include distance and weather conditions.
4. A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, scabies, pinkeye, mononucleosis, head lice or shingles shall suffer no loss of compensation up to a limit of five (5) days when proof of such illness is shown by a doctor's statement.
5. Teachers involved in activities approved by the building principal will be granted leave and expenses to escort students to these activities. The building principal must be fully aware of the potential involvement of the activity prior to approval.
6. Up to five (5) days, will be granted for death in the immediate family. Immediate family is interpreted to mean: mother, father, spouse, parent of spouse, brother, sister, child, grandparents, or a dependent in the immediate household. Upon request, additional days may be granted by the Superintendent.

#### J. Sabbatical Leave

1. Teachers who have been employed for seven (7) consecutive years by the Board may be granted a sabbatical leave by the Board for teacher improvement of up to one (1) year. It is agreed that teacher improvement includes, but is not limited to attending a college, university or other educational institution and travel which will improve the teacher's ability to teach.
2. During said sabbatical leave, the teacher shall be considered to be in the employ of said Board, shall have a contract, and be paid one-half base salary and insurance benefits, not to exceed the District Cap under PA 152: provided, however the Board shall not be held liable for death or injuries sustained by any teacher while on sabbatical leave.
3. Teachers on sabbatical leave shall be allowed credit toward retirement for time spent on such leave in accordance with the rules and regulations established by the Michigan Public School Employees Retirement Board.
4. A teacher returning from sabbatical leave shall be restored to his/her teaching position or to a position of like nature, seniority status, and pay.



5. Denial of sabbatical leave shall not be a subject of grievance procedure.
  6. If a sabbatical is granted, the teacher shall in his/her contract agree to return to teach at Rudyard Area Schools for a minimum of two years immediately following the Sabbatical. If this condition is not met, the teacher shall return salary paid and the dollar value of all school paid benefits received during the sabbatical year. This condition must be met within thirty (30) days upon the request from the school.
- K. Part time teachers shall share, pro-rated according to their period of employment, in all sections of this Article.
- L. Teachers that have a negative balance at the end of the school year are required to have their time prorated for the next school year. If the employee leaves the district with a negative balance, they will have to pay back the balance financially, based on their hourly rate.

### **Article 13: Leave of Absence Without Pay**

- A. Any teacher whose personal illness extends beyond the period of compensation under Article XV shall be granted a leave of absence without pay for up to one year if necessary to complete recovery from such illness. An extension may be granted at the Board's discretion but for not more than one year at a time. Upon returning from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position. Such leave of absence must be requested by the teacher in writing after sixty (60) days of illness. The intention to return to a teaching position during the next school year shall be made in writing prior to March 15<sup>th</sup>.
- B. If a teacher, whose sick leave has been expended, does not apply for a leave of absence, specifying when the teacher will return, within fifteen (15) calendar days of receiving a certified letter that the individual contract between the teacher and the Board of Education shall be void.
- C. Leaves of absence without pay shall be granted upon application for the following purposes:
1. Induction or enlistment in lieu of induction for military duty to any branch of the Armed Forces of the United States for the duration of any conflict or for a period of one enlistment.

- D. Leaves of absence without pay shall be granted by the Board upon application for the following purposes:
1. Study, research, or special teaching assignment involving probable advantage to the school system.
  2. Political leave or service in a public office.
  3. Study to meet eligibility requirements for a license other than that held by a teacher.
- E. A leave of absence, without pay, shall be granted to any teacher for the purpose of childcare. Said leave may commence within thirty (30) days of the request of the teacher and further provide for:
1. The leave may extend up to a period of two (2) years at the written request of the teacher. If the leave is to be extended past a one-year period, the teacher will be hired back only if a position is available. The leave may be extended up to another three (3) years with Board approval.
  2. In the event of death of the object child of leave, the leave of absence may be terminated upon request of the teacher at the beginning of any school year or when an opening occurs in the subject or grade level.
- F. A teacher on unpaid leave due to illness shall be eligible for one-half an annual increment for any semester in which they teach a minimum of forty-five (45) days.
- G. Teachers on leave without pay shall not be given benefit of any increment which would have been credited to them had they remained in active service in the school system.
- H. For teachers on an unpaid leave of absence, for any reason, shall have medical, dental, and vision fringe benefits shall be continued by COBRA (after the exhaustion of FMLA, if applicable) on the group plan provided the teacher pays the employee costs of the fringes.

#### **Article 14: Separation of Services**

- A. Any employee hired before Feb. 1, 2024 who is eligible for retirement prior to age 60 under the Michigan Public School Retirement System will receive a stipend from the employer.
1. To be eligible for this stipend employees must:

- a. Have 15 years teaching in RAS as a fully certified teacher. (Does not apply to Rudyard Area Schools employees hired prior to 2006, that served in the role as a teacher during the 2023–2024 school year.)
  2. Stipends, if any, will close upon the retiree's death.
  3. This benefit may only be received once in a lifetime.
  4. Only teachers hired prior to Feb. 1, 2024 are eligible for this benefit
  5. Yearly stipend for early retirement benefit will take place within 14 calendar days of retirement date, and each of the following yearly payments will be on the retirement anniversary date.
  6. All payments under this early retirement Article will be paid into the retirees 403B account.
- B. For the duration of this contract,(ending June 30, 2027) teachers who hold a B.A. degree up to but not including a Masters degree, the stipend will be calculated by the following method:
- Option 1. \$5,500.00 a year, payable once a year, each year for five (5) consecutive years or until the retiree's 60<sup>th</sup> birthday, whichever comes first.
- Option 2. The employee can elect to receive a one-time stipend payment of 75% of the total accrual in Option 1, payable at the time of early retirement. Employees over age 55 shall receive this stipend on a pro-rated basis depending on the number of years between retirement and age 60.
- i. Five (5) years between retirement and age 60=75% of total accrual in Option 1.
  - ii. Four (4) years between retirement and age 60=60% of total accrual in Option 1.
  - iii. Three (3) years between retirement and age 60–45% of total accrual in Option 1.
  - iv. Two (2) years between retirement and age 60=30% of total accrual in Option 1.
  - v. One (1) year between retirement and age 60=15% of total accrual in Option 1.
- C. For teachers hired prior to Feb. 1, 2024, who hold a M.A. degree and additional hours, the stipend will be calculated by the following method:

Option 1. \$8,500.00 a year, payable once a year, each year for five (5) consecutive years or until the retiree's 60<sup>th</sup> birthday, whichever comes first.

Option 2. The employee can elect to receive a one-time stipend payment of 75% of the total accrual in Option 1, payable at the time of early retirement. Employees over age 55 shall receive this stipend on a pro-rated basis depending on the number of years between retirement and age 60.

- i. Five (5) years between retirement and age 60=75% of total accrual in Option 1.
- ii. Four (4) years between retirement and age 60=60% of total accrual in Option 1.
- iii. Three (3) years between retirement and age 60=45% of total accrual in Option 1.
- iv. Two (2) years between retirement and age 60=30% of total accrual in Option 1.
- v. One (1) year between retirement and age 60=15% of total accrual in Option 1.

## **Article 15: Grievance Procedure**

### **A. Definition**

1. A claim by a teacher or the Federation that there has been a violation or misinterpretation of any provision of this Agreement or Board of Education Personnel Policy may be processed as a grievance as hereinafter provided.
2. A "party of interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
3. The term "days" when used in this section shall, except when otherwise indicated, mean working school days.

### **B. Purpose**

1. The primary purpose of the procedure set forth in this Section is to secure, at the lowest level possible, equitable solutions to the problems of the parties. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be constructed as limiting the right of any teacher having a grievance to discuss the matter informally with an appropriate member of the administration.

### C. Time

1. If a teacher does not file a grievance in writing within fifteen (15) school days after the alleged occurrence, then the grievance shall be considered as waived.
2. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of both parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship of any party, the Board shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as possible.
3. If the time limit is not observed by the aggrieved, the grievance shall be considered settled.

### D. Rights to Representation

1. Any teacher may be represented at all meetings and hearings at all steps and stages of the grievance procedure by another teacher or by Federation representation. The Federation has the right to be present and state its views at all stages of the grievance process.

### E. Miscellaneous

1. During the term of any proceedings and until final determination has been reached, all proceedings shall be private and preliminary dispositions will not be made public without the agreement of all parties.
2. There shall be no reprisals of any kind taken against any teacher or any participants in the procedure set forth herein by reason of such participation.
3. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
4. Notwithstanding the expiration of this Agreement, any claim or grievance arising hereunder may be processed through the grievance procedure until resolution.
5. The termination of services of or failure to re-employ any probationary teacher shall not be the basis of any grievance filed under the procedure outlined in this Article.

### LEVEL I

In the event that a teacher believes there is basis for a grievance, the teacher shall discuss the alleged grievance with his/her building principal either personally or accompanied by a representative of the Federation. The

grievance must be discussed within fifteen (15) days after the occurrence. If, as a result of the informal discussion with the building principal, a grievance still exists, the teacher may file a written grievance with the principal on a form supplied by the administration. The written grievance must be filled within five (5) days of the informal meeting. The principal shall indicate his/her disposition of the grievance in writing within five (5) days of the receipt of the written grievance or the grievance will be advanced to Level II.

#### LEVEL II

If the aggrieved teacher is not satisfied with the disposition of the grievance by the principal, the grievance may be submitted in writing to the Superintendent. The submission must be made within five (5) days of the dated receipt of the principal's disposition.

#### LEVEL III

Upon the dated receipt of the written grievance, the Superintendent or his/her designee shall set a place and time, mutually agreeable to both parties, within ten (10) days of the dated receipt.

The Superintendent or his/her designee shall indicate the disposition of the grievance in writing within five (5) days of such meeting and shall furnish a copy thereof to the president of the Federation and the Federation Grievance Chairperson.

#### LEVEL IV

If the aggrieved teacher or the Federation is not satisfied with the disposition of the grievance at Level III, the unsatisfied party shall notify the Superintendent in writing within ten (10) days from the Federation's dated receipt of the written answer from the superintendent.

If the grievance has not been settled in Step III, the parties shall submit to non-binding mediation before a mediator assigned by the Michigan Employment Relations Commission. If the matter is resolved in mediation, the resolution shall be reduced to writing and the grievance will be resolved. If mediation is unsuccessful, then the parties may proceed to arbitration.

#### LEVEL V

If the aggrieved teacher or the Federation is not satisfied with the disposition of the grievance at Level III, the unsatisfied party shall notify the Superintendent in writing within ten (10) days from the Federation's dated receipt of the written answer from the superintendent.

A hearing before the Board of Education will then be arranged to hear the grievance as presented by the parties. This meeting will take place within twenty (20) days from the federation's dated receipt of the Superintendent's disposition of the grievance. The Board of Education shall render a written decision of the disposition of the grievance within ten (10) days after the hearing date. A copy of the Board's decision will be given to the teacher, the president of the Federation and the Federations grievance chairperson.

#### LEVEL VI

If the aggrieved teacher or the Federation is not satisfied with the disposition of the grievance at Level IV, the Federation may request that the grievance be submitted to arbitration. If the parties cannot agree to an arbitrator within five (5) calendar days from the notification date the arbitrator will be pursued, the arbitrator shall be selected by the American Arbitrator Association in accordance with its rules which shall likewise govern the arbitration proceedings. The Board of Education and the Federation shall not be permitted to insert in such arbitration proceedings any material not previously disclosed to the other party. This arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement. The fees and expenses of the arbitrator shall be shared equally by the parties.

### **Article 16: Negotiation Procedures**

- A. It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between the parties. Nevertheless, because of the special nature of public educational process, it is likewise recognized that matters may from time to time arise of vital mutual concern of the parties which have not been fully or adequately negotiated between them. It is in the public interest that the opportunity for mutual discussion of such matter be provided. The parties accordingly undertake to cooperate in arranging meetings, selecting representatives for discussion, furnishing information and otherwise constructively considering and resolving any such matters. Negotiations under this section are not required except by mutual consent of both parties.
- B. By March 1<sup>st</sup> of the year in which the Agreement expires, the parties will begin negotiations for a new Agreement covering wages, hours, terms, and conditions of employment of teachers employed by the Board.

- C. The initial negotiating meeting shall be devoted to the development of ground rules which shall serve as guidelines for subsequent meeting. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board of Education and by a majority of the teachers, but the parties mutually pledge that representatives selected by each shall be given authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.
- D. If the parties fail to reach an agreement in such negotiations, either party may invoke the mediation machinery of the State Labor Mediation Board or a mediator from such public agency, or an arbitrator appointed pursuant to the provision of this Agreement. Any conclusions or decisions reached by the Mediation Board, mediator, or arbitrator shall not be binding upon either the Board or the Federation.

### **Article 17: Schedule A (Salary)**

2024-2025 (7% from 2023-2024 and a full step)

<b>Steps</b>	<b>BA</b>	<b>BA + 18</b>	<b>MA</b>	<b>MA + 18</b>
<b>1</b>	<b>\$39,335</b>	<b>\$41,791</b>	<b>\$42,336</b>	<b>\$43,067</b>
<b>2</b>	<b>\$41,980</b>	<b>\$43,825</b>	<b>\$44,399</b>	<b>\$45,168</b>
<b>3</b>	<b>\$43,892</b>	<b>\$45,737</b>	<b>\$45,951</b>	<b>\$47,335</b>
<b>4</b>	<b>\$45,901</b>	<b>\$47,963</b>	<b>\$48,233</b>	<b>\$49,617</b>
<b>5</b>	<b>\$48,011</b>	<b>\$49,858</b>	<b>\$50,632</b>	<b>\$52,019</b>
<b>6</b>	<b>\$50,230</b>	<b>\$52,075</b>	<b>\$53,170</b>	<b>\$54,553</b>
<b>7</b>	<b>\$52,062</b>	<b>\$53,890</b>	<b>\$55,316</b>	<b>\$56,687</b>
<b>8</b>	<b>\$54,479</b>	<b>\$56,309</b>	<b>\$58,108</b>	<b>\$59,479</b>
<b>9</b>	<b>\$57,021</b>	<b>\$58,851</b>	<b>\$61,049</b>	<b>\$62,413</b>
<b>10</b>	<b>\$59,690</b>	<b>\$61,519</b>	<b>\$64,143</b>	<b>\$65,512</b>
<b>11-12</b>	<b>\$61,264</b>	<b>\$63,091</b>	<b>\$66,179</b>	<b>\$67,549</b>
<b>13</b>	<b>\$64,203</b>	<b>\$66,028</b>	<b>\$69,624</b>	<b>\$70,992</b>
<b>14</b>	<b>\$67,295</b>	<b>\$69,122</b>	<b>\$73,246</b>	<b>\$74,618</b>
<b>15+</b>	<b>\$71,146</b>	<b>\$72,970</b>	<b>\$77,685</b>	<b>\$79,055</b>

2025-2026 (3% from 2024-2025 and a full step)

<b>Steps</b>	<b>BA</b>	<b>BA + 18</b>	<b>MA</b>	<b>MA + 18</b>
<b>1</b>	<b>\$40,515</b>	<b>\$43,045</b>	<b>\$43,606</b>	<b>\$44,359</b>
<b>2</b>	<b>\$43,239</b>	<b>\$45,140</b>	<b>\$45,731</b>	<b>\$46,523</b>



3	\$45,209	\$47,109	\$47,329	\$48,755
4	\$47,278	\$49,402	\$49,680	\$51,106
5	\$49,451	\$51,354	\$52,151	\$53,579
6	\$51,737	\$53,637	\$54,765	\$56,189
7	\$53,624	\$55,507	\$56,976	\$58,387
8	\$56,113	\$57,998	\$59,852	\$61,263
9	\$58,732	\$60,617	\$62,880	\$64,285
10	\$61,481	\$63,365	\$66,068	\$67,478
11-12	\$63,102	\$64,984	\$68,164	\$69,576
13	\$66,129	\$68,009	\$71,712	\$73,121
14	\$69,314	\$71,195	\$75,444	\$76,856
15+	\$73,281	\$75,159	\$80,015	\$81,427

- A. Teachers are required to have eighteen (18) semester hours earned beyond a Bachelor's degree and full certification for teachers in order to be eligible for the BA+ lane. The 18 hours earned must be after the teacher is in possession of his/her teaching certificate. An increase in pay/steps will not be given until the transcript is presented. The pay/steps increase will not be retroactive but will begin on the date the transcript is presented to the Payroll Department.
- B. Teachers must have fifteen (15) semester hours earned beyond a Master's degree and full certification in order to be eligible for the MA+ lane. The District may grant credit for teaching services in other schools. Teachers laid off from Rudyard Area Schools may use teaching service between layoff and recall as part of the maximum credit.
- C. Changes in pay brought about by a change in certification or degree is made retroactively only to the date of issuance of the certificate or degree.
- D. **Longevity Pay:** For employees that have been with the district for fifteen (15) consecutive years, longevity pay will be paid out annually in the following terms:
1. BA+ scale, \$2,000.00;
  2. MA scale, \$2,500.00;
  3. MA+ scale, \$3,000.00.
  4. This will be paid on the 20th day of school.
- E. **Master Teacher Pay:** Teachers who have 15 or more years of teaching experience, and have been teaching at Rudyard for at least 5 years, may elect to prepare and deliver a presentation to staff for a one-time payment of \$3,500.00. The RFT Board

and the Superintendent are responsible for approving topics and scheduling presentations.

- F. Any modifications to Schedule A will be agreed to by the RFT and the Board of Education.

**Article 18: Schedule B (Coaches)**

Schedule B

<u>SPORT</u>	<u>PERCENTAGE</u>
Varsity Football	11.0
Assistant Varsity Football	7.0
Junior Varsity Football	7.0
Assistant Jr. Varsity Football	6.0
Varsity Basketball (Boys)	11.0
Varsity Basketball (Girls)	11.0
Junior Varsity Basketball (Boys)	8.0
Junior Varsity Basketball (Girls)	8.0
Varsity Track (Boys)	9.0
Varsity Track (Girls)	9.0
Cross Country	9.0
Varsity Volleyball	11.0
Junior Varsity Volleyball	7.0
Varsity Baseball	9.0
Varsity Softball	9.0
Junior Varsity Baseball	5.0
Junior Varsity Softball	5.0
Swimming	9.0
Varsity Wrestling	11.0
Junior Varsity Wrestling	7.0
Middle School Athletic Coaches	3.0

*(Volleyball, Basketball, Softball, Baseball, Wrestling, Track, Cross Country, Football)*

- A. Consideration for these duties shall be given to teachers in the system. All positions will be posted ten days prior to being filled except in the case of emergency.

- B. If a teacher presently has an extracurricular activity and wishes to keep that activity, this teacher shall have first consideration for this position. All extracurricular positions shall be non-tenure.
- C. For applicants within the system, up to a maximum of two years of prior coaching experience in the same sport in a lesser position within the system will be allowed for head coach position.
- D. For applicants outside the system up to five (5) years of head coach experience in the particular sport shall be granted.
- E. For coaching positions, other than head coach, five (5) years of prior coaching experience in the sport shall be granted.
- F. All coaching experience for credit at the high school level must have been with high school teams.
- G. All coaching experience for credit at the junior level must have been done at the high school or middle school level.
- H. This salary figure shall include the weeks of pre-school practice.
- I. Payment
  - 1. Fall Sports will be paid 2<sup>nd</sup> pay period in November.
  - 2. Winter Sports will be paid 2<sup>nd</sup> pay period in March.
  - 3. Spring sports will be paid 2<sup>nd</sup> pay period in June.
  - 4. Coaches under Schedule B will only be paid out if there is a team at the start of the season and a team at the end of a season.
  - 5. If the season ends before the full schedule is complete, the coach will be paid a prorated amount based on the percentage of the season that was completed. Once the season has started, the coach will receive a minimum payment of 25% of the total contract amount.
  - 6. Payment is based on BA steps 1-5 of Schedule A.
- J. Any modifications to Schedule B will be agreed to by the RFT and the Board of Education.

**Article 19: Schedule C (Groups/Clubs/Etc)**

SCHEDULE C

<u>EXTRA CURRICULAR ACTIVITIES</u>	<u>PERCENTAGE</u>
Band Director	8.0/year
High School Drama Production Coach	4.0/play
High School Student Council	4.0/year
Middle School Student Council	3.0/year
Elementary Student Council	1.0/year/school
Class Advisor–Freshman	1.0/year
Class Advisor–Sophomore	1.0/year
Class Advisor–Junior	3.0/year
Class Advisor–Senior	3.0/year
Visual Arts Club	3.0/year
Quiz Bowl	3.0/year
Middle School Quiz Bowl	2.0/year
SADD Advisor	2.0/year
National Honor Society Advisor	3.0/year
School Store Advisor	2.0/year
Middle School Math Counts Advisor	1.0/year
Curriculum Heads	2.0/year
<i>(Grades K-8: 4; Grades 9-12: 4; Social Studies, Science, Math, ELA)</i>	
MITES	4.0/year
<i>(Michigan Industrial Technology Education Society)</i>	
Clay Target League	2.0/year
Student Group/Club	2.0/year
<i>(with principal approval)</i>	
Teacher Cadet Host Teacher	1.0/year
<u>Mentors</u>	
First Year	2.0/year
Second Year	2.0/year
Third Year	2.0/year
Fourth Year	2.0/year

- A. The teachers can sign up for extracurricular activities and shall be compensated in addition to their base salary for this extracurricular activity.
- B. All positions in Schedule C will initially be posted internally. If there are no internal applicants, the positions may then be posted externally.
- C. All positions will be posted ten days prior to being filled except in the case of emergency.

- D. If a teacher presently has an extracurricular activity and wishes to keep that activity, this teacher shall have first consideration for this position. All extracurricular positions shall be non-tenure.
- E. Schedule C positions will receive payment in two installments. The first half will be paid on the first payday in December, and the second half will be paid in the first pay period of May.
  - 1. Payment is based on BA Step 1 of Schedule A
- F. Any modifications to Schedule C will be agreed to by the RFT and the Board of Education.

## **Article 20: Health Insurance Benefits**

- A. The Board agrees to furnish to all full-time teachers the following insurance program:
  - 1. The Board shall provide group life insurance protection in the amount of \$60,000 that will be paid to the teacher's designated beneficiary. In the event of accidental death, the insurance will pay double the specified amount. This benefit shall be subject to terms and conditions specified in the policy and any claim settlement between the teacher and the insurance carrier shall not be the basis of any grievance or claims against the Board.
  - 2. The Board agrees to offer a range of Health Insurance Benefit offerings, subject to the district insurance caps. The Health Insurance Benefit offerings will be reviewed annually by an Insurance Review Committee which will recommend any needed changes. The details of the various plans and caps offered to staff will be available through the superintendent's office.
  - 3. The Board shall provide a dental program and a vision plan program for all full-time employees of the bargaining unit and their eligible dependents, including internal and external coordination of benefits, at no additional cost to the teacher.
    - a. Vision:  
SET SF NVA \$0/\$0 Copay; \$80 Frame
    - b. Dental:
 

<u>Maximum Benefits</u>	<u>Jan. 1 – Dec. 31</u>
Annual Maximum	\$1,000 per eligible individual for covered class I, II, and III
Lifetime Maximum	\$600 per eligible individual for

	covered class IV services
TMJ Services	Applies to annual maximum, up to lifetime maximum of \$1,000

- c. At the beginning of each school year teachers will be given a list of the dental and vision benefits covered by the dental and vision plan programs. Teachers may also request this information at any time during the school year.
  4. The Board shall make payment of insurance premiums for all persons who complete their contractual obligation to assure insurance coverage for the full twelve-month period commencing within thirty (30) days of hire. This individual may also choose to continue to be a part of the Rudyard group after this time by agreeing to reimburse the Board the actual cost of this coverage for one additional calendar year. An opportunity for fall open enrollment through October 31<sup>st</sup> will be offered to all teachers.
  5. New teachers and any other teacher desiring a change in coverage for a qualified reason, must fill out necessary forms in the Administrative Office within 30 calendar days. This is the responsibility of the teacher and failure to comply will result in loss of insurance benefits until the next re-opening date. Employees shall inform the administrative office staff of any change of dependent status for insurance purposes within thirty (30) days of such change. If an employee fails to do so, any insurance premium costs sustained by the school for unnecessary coverage shall be paid for by the employee. Prior to each school year in an orientation program, Rudyard Area School Administration shall inform teachers of the guidelines and rules regarding dependent status for insurance purposes.
  6. Teachers hired during the year shall receive coverage as soon as possible based on the enrollment date, after date of hire until the following August 31<sup>st</sup>.
- B. Those persons not requesting health insurance may select other insurances, annuities, or other options paid by "in lieu of monies" from the employer in an amount of \$3,600.00.
- C. The board shall provide Long Term Disability Insurance for each employee. Benefits shall begin upon termination of the employee's sick leave or after 90 consecutive days of total disability, whichever is greater and will continue at 66 2/3% covered monthly earnings to a maximum age of 65, sickness or accident, and will include the following features:
1. Monthly maximum benefit of \$2,000
  2. No exclusion of mental and nervous condition unless hospital confined - 2 year maximum

3. No exclusion of alcoholism and drug addiction -2 year maximum
  4. Social Security freeze.
  5. Rehabilitation clause
  6. Full family social security offset
  7. PRE-EXISTING CONDITIONS: Benefits will not be paid for a Total Disability caused by, contributed to by, or resulting from:
    - a. a Pre-existing Condition unless the Insured has been Actively at Work for one (1) full day following the end of twelve (12) consecutive months from the date he/she became an Insured.
    - b. "Pre-Existing Condition" means any Sickness or Injury for which the Insured received medical Treatment, consultation, care or services, including diagnostic procedures, or took prescribed drugs or medicines, during the three (3) months immediately prior to the Insured's effective date of insurance.
  8. Pregnancy covered as illness/Maternity rehabilitation not covered.
  9. Two-(2) year own occupation clause
  10. Six (6) consecutive months waiting period for recurrent disability or any new disability occurring in the same year, after an employee has returned to active employment.
- D. The Board agrees to provide the above mentioned insurance subsidies for programs within the underwriting rules and regulations as set forth by the carrier in the Master Contract held by the policy holder.
- E. The Board reserves the right to change insurance carriers annually of a substantial cost savings may be realized and it is determined by the Board and the Federation that the benefits or services are equivalent or an improvement to the present programs for the teachers.
- F. The Board will provide the opportunity for teachers to subscribe to additional comparable insurance coverage, by payroll deduction, limited to the health insurance carrier, or if not possible, a total of not more than three (3) companies for payroll deduction for the total Federation.

## **Article 21: School Calendar**

- A. School Calendar: To be mutually determined by two (2) RFT and two (2) Board representatives after the EUP ISD calendar has been completed, if needed.

- B. Any changes made to the initially established calendar are to be mutually determined by the RFT calendar committee, or designates, and Board representatives.

## **Article 22: Miscellaneous Provisions**

- A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.
- B. This Agreement shall supersede any rules, regulations, or practices of the Board, which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary to or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made subject to this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. Copies of this Agreement shall be distributed at the expense of the Board and presented to all teachers now employed, offered contracts, or hereafter employed within ten (10) workdays of ratification of this Agreement.



**Article 23: Duration of Agreement**

This agreement shall be in effect for the period of July 1, 2024 through June 30, 2027. Negotiations for salary for year three of this contract will begin no later than March 1, 2026 and will be effective July 1, 2026– June 30, 2027.

This agreement shall not be extended orally and is expressly understood that it shall expire on the date indicated.

Signed For:  
RUDYARD FEDERATION OF TEACHERS

Signed For:  
RUDYARD AREA SCHOOLS BOARD OF  
EDUCATION

\_\_\_\_\_ Date

\_\_\_\_\_ Date

\_\_\_\_\_ Date

\_\_\_\_\_ Date

In agreement with:  
SUPERINTENDENT OF RUDYARD AREA SCHOOLS

\_\_\_\_\_ Date