

MASTER AGREEMENT

BETWEEN THE

CARSON CITY - CRYSTAL AREA SCHOOLS

EDUCATION ASSOCIATION

AND THE

CARSON CITY - CRYSTAL AREA SCHOOLS

BOARD OF EDUCATION

July 1, 2020-June 30, 2023

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ARTICLE 1
AGREEMENT

- 1.1 This Agreement is entered into this September 5, 2017 by and between the Carson City - Crystal Area Schools (hereinafter called the "Board") and the Carson City — Crystal Educational Association (hereinafter called the "Association").

ARTICLE 2
RECOGNITION

- 2.1 The Board hereby recognizes the Association as the sole exclusive bargaining representative, as defined in section II of 1965 PA 379, for all certificated teaching personnel under contract, including the following ancillary staff: speech therapist, social worker, guidance counselors and District Advocacy Advisor; but excluding Superintendent, Assistant Superintendents, Principals, Assistant Principals, Business Manager, Athletic Director, Technology Director, substitutes for teachers absent, and all non-certified personnel. The term "teacher" when used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.
- 2.2 The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this agreement.
- 2.3 The Board and the Association recognize the importance of new teachers having at least a bachelor's degree and a provisional, permanent or continuing teaching certificate.

ARTICLE 3
RIGHTS OF THE BOARD

- 3.1 Except as modified by the specific terms of this agreement, the Board retains all rights and powers to manage the school district and to direct its employees. The Association recognizes these management rights as conferred by the laws and Constitution of the State of Michigan and as inherent in the rights and responsibilities to manage the school district. For purposes of illustration only such rights include:
- 3.1a The right to the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees.
- 3.1b The right 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.
- 3.1c The right 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.
- 3.1d The right to establish the means and methods of instruction including interactive telecommunications instruction, the selection of textbooks and other teaching materials and the use of teaching aids of every kind and nature.
- 3.1e The right to establish class schedules, the hours of instruction and the duties, responsibilities and assignments of teachers and other employees with respect thereto, non-teaching activities and the terms and conditions of employment.

- 3.1f The right to deduct from a teacher's salary amounts owed by the teacher to the Board due to mistaken overpayments or amounts contributed by the Board to the Member Investment Plan Fund created by 1985 PA 91 on behalf of the teacher. (A repayment schedule for mistaken overpayments shall be mutually arranged.)
- 3.2 The exercise of the foregoing powers, rights and authority by the Board, the adoption of use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this agreement, and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and policies, rules, regulations and practices in furtherance thereof, including sexual harassment policies, and the laws of the State of Michigan and the Constitution and laws of the United States.
- 3.3 Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under the Michigan general school laws or any other national, state, county, district or local laws or regulations as they pertain to education.
- 3.3a Notwithstanding anything contained in this agreement, it is understood and agreed that the Board shall have the right to take whatever steps may be necessary in order to comply with, and satisfy its obligations under, the Americans with Disabilities Act (ADA) or other similar legislation.
- 3.3b Notwithstanding anything contained in this agreement, the Board shall have the right to implement decisions made by a site-based decision making committee. The Superintendent shall meet and discuss the decision(s) with the CCCEA Executive Board before implementation.

ARTICLE 4 ASSOCIATION RIGHTS

- 4.1 The Association shall have permission to use school buildings and facilities at reasonable hours for meetings, in accordance with existing Board policy. Teachers' bulletin boards, computers, duplicating equipment, and other established media of communication shall be made available to teachers for their reasonable use. The Association shall reimburse the Board for expenses related to use of paper and long distance charges.
- 4.2 Duly authorized representatives of the Association shall have the right to transact official Association business on school property with the permission of the principal of the building, provided that this shall not interfere with or interrupt normal school operation. No Association, Board, or administrative positions on matters relating to supervisor-teacher or Board-Association relationship shall be discussed in the hearing of students by the Board, Board members or teachers.
- 4.3 Upon reasonable request from the Association President or designee, the Board agrees to furnish to the Association any information pertaining to construction programs, new tax programs and proposed major revisions in instructional policies. The Association shall be given the opportunity to advise the Board with respect to said matters prior to the making of final decision. The Association recognizes original records will be examined in the confines of the school office and further recognizes all decisions by the board will be final.
- 4.4 The Board Policy Manual is part of the school district's web site (www.carsoncity.k12.mi.us).
- 4.5 Unless a bona fide occupational qualification (BFOQ) exists, the provisions of this agreement and wages, hours, terms and conditions of the employee shall be applied without regard to gender, race, creed, religion,

color, national origin, age, marital status, residency, disability, or membership in or association with the activities of any recognized employee organization.

- 4.6 All employees in the bargaining unit are "bargaining unit members." Association members are those that pay membership dues.
- 4.7 The Association represents all employees in the bargaining unit and all bargaining unit members are governed by this Agreement and entitled to the benefits of this Agreement.
- 4.8 Each bargaining unit member can freely choose to become a member of the Association, or to not become a member of the Association. Membership is not a condition of employment; an employee cannot and will not be terminated because the employee chooses to not join the Association.
- 4.9 Neither the board nor the Association will discriminate against any employee because the employee chooses to become an Association member or chooses not to become an Association member.
- 4.10 The Board and the Association will not tolerate harassment or discrimination against any employee who chooses to become an Association member or chooses not to become an Association member. An employee determined to have harassed and/or discriminated against a colleague because that colleague chose to become an Association member or chose to not become an Association member will be subject to appropriate corrective/disciplinary action.
- 4.11 The district shall provide the Association with the names and contact information (full name, home telephone number, address, position and building) of all new hires in the bargaining unit within five (5) business days of hire date.

ARTICLE 5 TEACHER RIGHTS

- 5.1 A teacher shall have the right to review the contents of all personnel files and records, excluding initial references, and materials exempt by law, of the district pertaining to said teacher, originating after initial employment and to have a representative of the Association accompany him/her in such review. An appointment shall be made to review a personnel file, and the Superintendent or his designee shall be present during the review.
 - 5.1a In the event the Administration receives a Freedom of Information Act (FOIA) Request for the file(s) of any Teacher(s), or any portion thereof, the Administration shall notify the Teacher and provide the Teacher with a copy of the FOIA Request. Further, if the Teacher so requests he/she will be able to review the documents prior to being sent or provided a copy of the documents at the Board's discretion.
- 5.2 Any complaint directed toward a teacher shall be called to the teacher's attention within a reasonable period of time, in any event no later than three (3) working days.
 - 5.2a The complaining party shall be encouraged to first attempt to resolve the problem directly with the teacher. Any complaint dealing with violation of law shall be immediately referred to the Superintendent.
 - 5.2b At the request of either or both the complainant and the teacher, the building principal shall attempt to arrange a conference between all parties concerned in order to resolve the problem.

- 5.2c A teacher may submit a written notation regarding any material, including complaints, placed in his / her personnel file, which shall be attached to the referred material. If a teacher believes material in the file to be erroneous, he / she may request the material to be corrected or removed. If the teacher proves to the Superintendent of Schools that the material is erroneous, it shall be removed from the file or corrected. When a teacher is requested to sign material to be placed in the file, such signature shall be understood to indicate his / her awareness of the material, but shall not be interpreted to mean agreement with the content of the material.
- 5.3 Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is consistent with the terms of this agreement, provided that the Association has been given the opportunity to be present at such adjustment.
- 5.4 The Board shall notify teachers, on or before October 1 of each calendar year, of the number of paid leave days they had accrued at the beginning of that school year. The Association shall notify the Board, on or before September 10 of each calendar year, of the identity of all building representatives.
- 5.5 Probationary teachers are afforded the rights as outlined under the Teacher Tenure Act.
- 5.6 A teacher shall have the right and responsibility to review the Board Policy Manual at the Carson City-Crystal Area Schools' web site (www.carsoncity.k12.mi.us). Teachers are especially required to be aware of the following policies: pertaining to sexual harassment, corporal punishment, conflict of interest, etc.

ARTICLE 6 TEACHING CONDITIONS

- 6.1 The parties recognize that the availability of optimum school facilities for both student and teacher is desirable. It is also acknowledged that the primary' duty and responsibility of the teacher is to educate, and that the organization of the school and the school day should be directed to insuring that the energy of the teacher is primarily utilized to this end. The Association agrees that teachers must be in attendance and absent only when necessary, in order to achieve the level of education which is desired. Class interruptions shall be kept to a minimum (e.g., avoiding sending parents to classrooms to confer with teachers while classes are in session).
- 6.2 The Board agrees to observe and maintain class size, subject to space availability, installation of experimental or innovative programs, budgetary limitations and availability of teachers or necessary funds.
- 6.3 The Board recognizes that appropriate texts, reference facilities, laboratory equipment, technology equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teacher profession. Teachers may submit requests for teaching supplies, materials, and equipment to be used during the next school year. Emergency or special project materials may be requested at any time and shall be requested in writing through the building principal to the Superintendent, and if need be, to the Board for approval. The Board agrees to make available in each building computer facilities and copy machines to aid teachers in the preparation of instructional material.
- 6.4 Textbooks which are desired to be used in the classroom, or assigned reading, shall be reviewed and / or approved by the curriculum committee. Supplemental material may be approved by the building principal.
- 6.5 The parties recognize that a school program is composed of all school activities rather than of only the instructional classes. Therefore, the Board places all school activities, other than instruction, in either a co-

curricular status or an extra-curricular status. The parties recognize that co-curricular activities are a part thereof and supplemental to the instructional program and, therefore, are a necessary part of the individual's total educational growth.

- 6.6 The Board shall make available in each school a staff workroom with a refrigerator. Restroom facilities primarily for teacher use shall be made available. The parties agree that these facilities will not be diminished from conditions existing at the execution of this contract.
- 6.7 Off street parking shall be provided and maintained for teacher use during the school day.
- 6.8 Any Education Association member assigned to manage the media center shall not be used to supervise classes sent to the media center because of an absent teacher.
- 6.9 The media center shall be used primarily as a resource center.
- 6.10 A teacher who becomes aware of what may be a hazard to safety within the school building or on the school premises shall take precautionary action and inform the building principal. The building principal shall investigate and shall not require teachers and students to return to the area until he / she has determined the hazard will not jeopardize them. Teachers who disagree with the principal may request the principal to state his / her position in writing.
- 6.11 The Board of Education agrees teachers will not be assigned non-instructional duties (e.g., playground and lunchroom supervision).
- 6.12 If a building administrator is absent a half day or more, a bargaining unit member may be asked to assume administrative duties, in which case the Board shall provide a substitute. Anyone hired in a part-time administrative position (Principal, AD, etc.) shall be considered to be an administrator, and shall not be a member of the bargaining unit.
- 6.13 Should an incident arise that is sensitive in nature, bargaining unit members may discuss building problems/complaints with the Superintendent in an effort to reach a resolution. Teachers should make every effort to solve the problems in house before involving the Superintendent.

ARTICLE 7 TEACHING ASSIGNMENTS AND HOURS

- 7.1 The scheduled working day for all teachers shall not exceed 7.75 hours, except on staff meeting days, when the working day is extended to allow time for meetings. All teachers shall report to their first teaching assignment at least ten (10) minutes before classes begin and shall remain in the building at least five (5) minutes following dismissal of classes. Teachers will be released twice a month immediately after final student dismissal for Carson City-Crystal Education Association meetings.
- 7.2 Teachers shall be given the equivalent of five (5) unassigned preparation periods per week. With the staff resources available an effort will be made to allow elementary teachers not less than one (1) thirty (30) minute preparation period each day and for secondary teachers 1 period of planning daily. — The normal weekly teaching load shall consist of not more than thirty-five (35) instruction hours, unless a greater number of instruction hours are necessary in order to satisfy State laws and regulations pertaining to hours of instruction.

- 7.2a Crossover teachers shall have the equivalent of the high school or middle School prep time. In the event scheduling conflicts require a crossover teacher to have a schedule which is more than both the high school and Middle school schedules, the crossover teacher shall be entitled to additional compensation. The maximum compensation to which a crossover teacher shall be entitled pursuant to this provision is five percent (5%) of his/her maximum shall be paid in the event the additional time is at least thirty (30) minutes and shall be prorated in the event the additional time is less than thirty (30) minutes.
- 7.2b If a secondary teacher volunteers to teach an additional class period on their prep, he/she shall be compensated the fractional amount of one/ total number of class periods in a school day.
- 7.3 All teachers shall be entitled to a duty-free, uninterrupted lunch period of not less than thirty (30) minutes per day. Following this period, middle and high school teachers will be expected to be in their classroom or hallway station until the next class period begins.
- 7.4 All extracurricular activities are non-tenured assignments and shall be on a strictly voluntary basis, such as supervision at athletic events (i.e., ticket sellers, timekeepers and scorekeepers), chaperoning, organizational sponsors, P.T.A. attendance, etc. Compensation for some of these activities will be provided as set forth in Schedule "B" of this agreement. Failure to employ or reemploy teachers in extra duty positions cannot be interpreted as discipline, suspension, demotion, or discharge and shall not be the subject of a grievance under this contract.
- 7.5 Parent-teacher conferences. Other than time already provided at the beginning and close of the school day and / or arranged at a mutually agreeable time, teachers undertake the obligation of one (1) night per semester, immediately preceding the day of parent-teacher conferences, unless otherwise agreed at the building level, as part of the conditions of employment. Kindergarten teachers with more than 20 students shall be given an extra day per semester for conferences with the board providing a substitute teacher for those days.
- 7.6 Any assignments in addition to the normal teaching schedule during the regular school year (i.e. adult education courses, driver education, extra duties enumerated in schedule "B", summer school courses, etc.) are non-tenured assignments and shall not be obligatory, but shall be with the consent of the teacher. All activities not included in this definition are to be considered extra-curricular.
- 7.7 Teachers may be hired to serve as monitors of an administratively-set detention period. Detention periods shall be scheduled either at noon, after school or on Saturday.
- 7.8 A teacher who does not intend to return for the ensuing school year shall notify the Board in writing as soon as possible. A teacher who retires effective the end of the school year and who submits his/her letter by January 31st of that year shall receive an incentive payment of \$1000. A teacher who retires effective the end of the school year and who submits his/her letter by April 1st of the year shall receive an incentive payment of \$500.
- 7.9 The Board and Association agree that volunteering to attend job related or extra class activities benefits the school district and students. Teachers shall be expected to participate in such activities.
- 7.10 It shall be the obligation of teachers to satisfy State laws or regulations pertaining to professional development training, certification requirements and continuing education requirements. The Board shall not be obligated to pay for expenses related to these requirements, or provide teachers with extra compensation for satisfying such requirements unless there is a written advanced agreement to do so.

- 7.11 The high school counselor receives a \$500 off the salary schedule payment and will work and additional five (5) days prior to the reporting time of certified staff as a condition of employment in the counselor job category.
- 7.12 .
- 7.13 Teachers will be readily available no more than twice a month, not to exceed sixty (60) minutes, for staff meetings. Teachers shall be notified at least two days prior to the date of the meeting. All teachers shall make every effort to plan accordingly to ensure attendance. Teachers that are a leader of a club/organization or a coach of an athletic team shall make adjustments to practice schedules to attend said meeting(s) except when prior approval has been given by the administrator.

ARTICLE 8 CLASS SIZE

- 8.1 Because the student classroom teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible.
- 8.1a The Board will attempt not to exceed each teacher's class load to no more than 30 students, except: (1) in traditional large group instruction (e.g. band & physical education); (2) in experimental classes where teachers have voluntarily agreed in writing to exceed this number.
- 8.1b. In the event when in grades 6-12, anytime the number enrolled exceeds 30 the teacher shall receive a daily stipend of \$2.50 per student per hour; in grades 4-5 anytime the number enrolled exceeds 28, in grades 1-3 anytime the number enrolled equals or exceeds 25 & in Kindergarten anytime enrolled equals or exceeds 20; the teacher shall receive a daily stipend of (\$7.50 for 1 or 2 over, \$12.50 for 3 or 4 over, \$15.00 for greater than 4 over). It is the responsibility of the teacher to submit a list of such classes on a monthly basis but no later than the 15th of each succeeding month. Days in which school is not in session; which include but are not limited to, professional development, weather related closings, and health associated closings, teachers shall not report those days on the excessive class size form.

ARTICLE 9 STUDENT DISCIPLINE AND TEACHER PROTECTION

- 9.1 It is the Board's position to abide by the State of Michigan's law regarding corporal punishment. That law is found in appendix A. In the event that physical force is used, the teacher shall file a written report with the appropriate office within two (2) school days, if reasonably possible.
- 9.2 A teacher may exclude a pupil from one class period in accordance with the Board Policy pertaining to "snap" suspensions (Board Policy 5610 appendix B).
- 9.3 Any case of employment-related assault upon a teacher shall be reported immediately to the Superintendent by the teacher. The Board shall provide the teacher with an opportunity to receive a single consultation with legal counsel, at Board expense, so that the teacher may be advised of his/her rights and obligations in connection with the handling of the incident by law enforcement and judicial authorities.
- 9.4 If any teacher is sued as a result of any justifiable action taken by the teacher in the course of, and while in pursuit of his/her employment, the Board will render all necessary assistance to the teacher in his/her defense. Assistance shall include providing legal counsel unless legal counsel is provided or available through insurance. The providing of legal counsel and/or assistance shall not constitute assumption of liability for any judgment against the teacher.

- 9.5 If a teacher must be absent from school in connection with any incident mentioned in this article to consult with attorneys, law enforcement and/or judicial authorities, or attend court hearings, time lost by the teacher shall not be charged against the teacher unless the teacher is found to be guilty or liable in a court of law. Money owed by the teacher may be payroll deducted. This shall not limit a teacher's right to use sick leave for personal illness or disability resulting from incidents mentioned in this article.
- 9.6 On a case-by-case basis, the Board will consider requests for reimbursement or insurance deductible payments from teachers for loss or damage to personal property which occurs on school premises or an off campus function while the teacher is participating in extracurricular duties.

ARTICLE 10 PROFESSIONAL BEHAVIOR

- 10.1 Teachers shall comply with reasonable rules, regulations and directions, from time to time adopted by the Board or its representatives, which are not inconsistent with the provisions of this agreement.
- 10.2 The Association recognizes that abuses of sick leave or other leaves, chronic tardiness, willful deficiencies in professional performance, or other violations of discipline by a teacher, reflect adversely upon the teaching profession, and create undesirable conditions in the school system. Breaches of discipline shall be promptly reported to the offending teacher. Association president or his designee shall be notified. The Board has the right to require doctor certification of illness or injuries if an employee is absent more than three (3) consecutive days or if there is a pattern of absenteeism or if there is other reason to suspect abuse of sick leave.
- 10.2 Teachers shall exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable to the Board for any damage or loss to person or property, unless there is gross negligence or gross neglect of duty.
- 10.3 Each teacher shall recognize that he/she is a role model for students and should dress, including grooming & hygiene, in a manner befitting a professional. Employees' manner and dress shall at all times be appropriate to the activity of the moment and the environments in which they teach. Attire shall be such as to maintain dignity and respect. Examples of unprofessional dress include, but are not limited to:
- Short skirts, short dresses, and shorts
 - Revealing neckline
 - Spaghetti straps
 - Clothing that is torn or frayed
 - Denim jeans (unless otherwise specified by the building administrator)
 - Flip-flops

All staff will wear their district issued identification badges.

ARTICLE 11 CURRICULUM COMMITTEE

- 11.1 The Board and Association agree to establish a curriculum committee.
- 11.1a The committee shall consist of one teacher from each level; lower elementary, upper elementary, middle school and high school. The members of the committee shall be elected by the teachers of a particular building for a one-year term. The number of administrative members shall not exceed

bargaining unit members. The Board and Association may mutually agree to change the composition of the curriculum committee.

11.1b The committee shall consider and make recommendations to the Superintendent regarding programs, policies, methods and materials affecting the nature and design of the instructional program of the district. Items to be considered shall be developed by the committee and the Superintendent, with input from the various discipline areas.

11.1c Meetings shall be conducted on a regular basis. The Superintendent and committee shall decide the time and place for meetings. From time to time there may be a need for additional meetings during the regular school day. To attend such meetings approved by the Superintendent, curriculum Committee members shall be given release time.

11.1d Unless a Curriculum Director is hired by the Board, or appointed by the Superintendent, a chair shall be selected by a vote of said committee.

11.1e Teachers serving on the curriculum committee shall be paid in accordance with Schedule B.

11.2 Teachers shall be given an opportunity to provide input to the curriculum committee regarding professional development through in-service programs. Teachers shall be required to attend in-service programs unless excused by the Superintendent or, in the case of emergencies, the Superintendent's designee.

ARTICLE 12 ACADEMIC FREEDOM

12.1 The parties seek to educate young people in the democratic tradition, to foster recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution of the State of Michigan and the United States of America, and the Bill of Rights, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for the teacher and student is encouraged. It is also recognized that the Board has rights regarding classroom activities involving direction of both teachers and students.

12.2 Academic freedom shall be guaranteed to teachers, and no special limitations, other than those imposed by budget and laws such as the School Code of the State of Michigan at its latest revision, shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning, subject to the normally accepted Board rights and accepted standards of professional responsibility.

12.3 Freedom of individual expression for teachers will be encouraged and fair procedures will be developed to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.

ARTICLE 13 MENTORS

13.1 Probationary teachers will be assigned one or more mentor teachers. The Superintendent, or his/her designee may use master teachers, college professors or retired teachers as the mentor or mentors. Tenured employees shall be considered first and shall reserve the right to decline the said assignment. The Superintendent, or his/her designee, will attempt to match mentees and mentors (same department, same

discipline, same building, etc.). The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and confidential information in a non-threatening fashion so as to implement a quality teacher induction program. The mentor(s) and mentee will keep records of meetings, including but not limited to, date of meetings, discussion, future meeting topics, ect. The employee serving as a mentor shall not participate in the supervision or evaluation of the mentee.

13. la The mentor teacher assignment shall be for one (1) year subject to review by the mentor teacher and the mentee after one (1) semester. The appointment may be renewed in succeeding years. A mentee shall be assigned to a different mentor teacher at any time such request is made by either the mentee or the mentor teacher.

ARTICLE 14 SCHOOL CALENDAR

- 14.1 The school calendar shall be set according to the law, there shall be no deviation from or change in the school calendar except by mutual agreement of the Board and the Association.
- 14.2 When school shall be closed because of inclement weather, all teachers shall be notified at a reasonable time. At least one local radio station shall also be notified. When the Carson City-Crystal Area Schools are closed to students due to emergency conditions, teachers shall not be required to report for duty or work from home nor shall they suffer loss of salary.
- 14.3 The school district shall be entitled to reschedule any days lost in the event school is closed for reasons which do not allow such days to be counted as days of student instruction, or if it is necessary to reschedule to receive full State Aid or to satisfy state requirements regarding pupil instructional time. Teachers will receive their regular pay for days, which are canceled, but shall work on any rescheduled days with no additional compensation. Such days shall be rescheduled to be made up at the end of the school year or mutually agreed day(s) between the Superintendent and the Association.
- 14.4 No after-school activities involving teachers shall be scheduled on the second Wednesday of each month. The time will be set aside for the Association District meeting.

ARTICLE 15 PAID LEAVE

- 15.1 All teachers will have eleven (11) days of sick leave allowance credited to them on the first day they teach at the beginning of each school year. Unused sick leave allowance may be accumulated to a maximum of one hundred (100) days. Any accumulated sick leave days in excess of the maximum 100 days will be paid for at a rate of \$30 per accumulated sick day, at the end of each school year. Teachers that have taken three (3) or fewer sick days, two (2) of which are personal off in a given school year, will receive \$750 off salary schedule payment at the end of the year. Teachers that have taken five (5) or fewer sick days, two (2) of which are personal off in a given school year, will receive \$375 off salary schedule payment at the end of the year. Those that use more than five (5) days will not be compensated. Employees attending up to two (2) school events/trips during the school day, as a parent chaperone will not be required to utilize personnel days to attend. Employee shall be allowed to use a family day, as listed in the District substitute request process. Teachers shall be compensated under the district-approved Cafeteria Plan. Paid leave may be used for the following;

- 15.1a Personal illness or disability a teacher may use all or any portion of his/her leave to recover from his/her own illness or disability, which shall include all disabilities caused or contributed to by pregnancy, miscarriage, abortion or child birth.
15. 1b Serious illness, Injury or hospitalization of a member of the teacher's family, which necessitates the teacher's absence from school. Family shall be defined as mother, father, spouse, children, brother, sister, grandparents, grandchild, mother-in-law, father-in-law. Paid leave used under this provision shall be limited to an accumulated total, not to exceed ten (10) days in any contractual year unless the Board exercises its right under the Family and Medical Leave Act (FMLA) to require a teacher to utilize accumulated paid leave in such circumstances.

FMLA leave may only be used for the following reasons: (1) serious health condition of the employee; (2) to care for the employee's spouse, child or parent with a serious health condition; (3) birth of a child of the employee, in order to care for that child; (4) placement of a child with the employee for adoption or foster care and to care for the newly placed child; and (5) other reasons as provided by law.

Exceptions of this yearly time limitation shall be granted in special cases, if arrangements are made with the administration and approved by the Superintendent.

15. 1c Five (5) consecutive duty days because of death and funeral in the immediate family, per incident (immediate family shall be defined as spouse, child, grandchild, parent, brother, sister, grandparents, mother-in-law, father-in-law).
15. 1d Attendance at the funeral of a close friend or relative, not to exceed two (2) days per death.
15. 1e The parties agree that there may be personal conditions or circumstances, which may require teacher absenteeism for personal reasons. The parties agree that not more than two (2) of the sick days in any contractual year may be used under the following conditions.
- 1.) Teachers desiring to use such leave shall submit their request on the application form, provided by the Board, at least five (5) working days in advance of the anticipated absence, except in cases of emergency; in such cases, the teacher shall apply as soon as possible. This form must be filed with the principal or immediate supervisor.
 - 2.) Personal days will be approved on a "first come-first served basis". No more than four (4) teachers may utilize personal days on any given date. Personal days cannot be utilized during the last week of school for students. Emergency requests may also be granted.
 - 3.) Those teachers requesting personal days for November 14, 16, 17, and/or 18 will be selected by a district wide lottery if more than four (4) apply.
- 15.1 f In case of extreme and unusual illness, the Association's Executive Board and the Superintendent will meet for the purpose of reviewing request and can only move forward through mutual agreement before establishing a bank of sick leave days to be used by a teacher with extreme or unusual illness of self or immediate family.
- 1.) Sick bank days are accrued by voluntary donations of sick leave from individual teachers. Teachers may be asked to donate up to two (2) days per incident.
 - 2.) The use of sick bank days will terminate at the point at which the involved teacher is eligible for long term disability, Workers' Disability Compensation or other payments.

- 3.) Any sick days not used for said incident will be placed into a reserve for another extreme or unusual illness by an Association member.
 - 4.) The provisions of 15.lg are not subject to the provisions of the Grievance Procedure.
- 15.2 Any teacher who is absent because of injury or disease incurred while working for the Board and compensable under the Workers' Disability Compensation Act, shall receive from the Board of Education the difference between the allowance under the Workers' Disability Compensation Act and his regular salary for the duration of the school fiscal year, with no subtraction of sick leave.
 - 15.3 Teachers shall be informed of the process to report unavailability for work. If possible and circumstances permit, this execution should be made the night before. If not, the communication must be made prior to 6:00 a.m. Once a teacher has reported unavailability, he/she is relinquished duties for the day.
 - 15.4 At the beginning of every school year, the Association shall be credited with eleven (11) days of business leave allowance, to be used by teachers who are officers or representatives of the Association, such use to be used at the discretion of the Association. The Association agrees to notify the Board no less than forty-eight (48) hours in advance of the date for the intended use of said leave and the Association will reimburse the Board for the substitute pay including FICA and retirement.
 - 15.5 A teacher who serves on a jury will be paid the difference between his pay for jury duty and his regular pay.
 - 15.6 A teacher who is subpoenaed as a witness in a court case not involving a labor/management dispute will be paid the difference between his witness fee and his regular pay. This shall not apply to cases covered by Article 9 of this contract, and is specifically subject to Article 9 section 9.5.
 - 15.7 Upon written approval of the building principal, bargaining unit members may be granted leave for the following purpose:
 - 15.7a Visitation to view other instructional techniques or programs.
 - 15.7b Conferences, workshops or seminars conducted by colleges, universities, or other educational organizations.

ARTICLE 16
UNPAID LEAVES OF ABSENCE

- 16.1 Leave of absence of up to one (1) year shall be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other states, territories or countries; foreign or military teaching programs; the Peace Corps, Teacher's Corps or Job Corps as a full-time participant in such programs; provided said teacher states his intention to return to the school system. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as he would have been had he taught in the district during such period. Leave of absence of up to one (1) year may be granted to any teacher, upon application, for the purpose of a cultural travel or work program related to his professional responsibilities, provided the teacher states his/her intention to return to the school system.
- 16.2 A leave of absence of up to one (1) year shall be granted to any teacher, upon application, for the purpose of engaging in full-time study at an accredited college or university reasonably related to his professional responsibilities. The Board may approve such leaves for any teacher who has served in the system seven (7) or more consecutive years and after his returning to the school district he shall be placed at the same position on the salary schedule as he would have been had he taught in the district during such period.

- 16.3 A military leave of absence shall be granted in accordance with state and federal law. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as he would have been had he taught in the district during such period.
- 16.4 A leave of absence of up to one (1) year shall be granted to any teacher upon application for the purpose of serving as an officer of the Association or on its staff.
- 16.5 A leave of absence not to exceed one (1) year shall be granted to any teacher upon application for the purpose of campaigning for, or serving in, a public office. This section shall not apply to a State of Michigan Senate Office or House of Representatives Office.
- 16.6 Any teacher desiring an unpaid short-term leave of absence (less than 20 working days) shall apply in writing to the Board stating the purpose and the proposed duration of such leave. The Board shall consider the request at its next regularly scheduled meeting following receipt of the teacher's application for leave. The Board will notify the teacher of its decision in writing within seven (7) calendar days after its consideration of the request. In case of an emergency the teacher may request in writing an unpaid short-term leave of absence from the Superintendent who shall act as the Board's designee. The Superintendent will notify the teacher within twenty-four (24) hours of his decision.
- 16.7 If the Board has approved a short-term leave of absence (less than 20 working days) for a teacher, then said teacher's insurance benefits under this agreement shall continue in full force and effect for the duration of this leave. It is expressly understood that said teacher taking leave hereunder will not be eligible for any other form of compensation or monetary benefit for the duration of this leave.
- 16.8 A teacher who is unable to teach because of personal illness or disability, and who has exhausted all paid leave available, shall be granted, upon written request, a leave of absence without pay for the duration of such illness or disability, not to exceed one (1) year or until the end of the semester, and the leave may be renewed each semester upon request by the teacher, in writing. The Board may request, in writing, certification of illness or disability, signed by a physician. Leave granted pursuant to this section shall count toward leave to which the teacher may be entitled under the FMLA.
- 16.9 Upon written request of a teacher, the Board may grant a leave of absence for a period not to exceed one-year subject to renewal at the will of the Board. Said leave shall be without salary, without fringe benefits, and with no loss of previously accumulated seniority.

16.9a Disability Leave

- 1.) A teacher who is disabled and who has either exhausted his/her sick leave or who opts not to utilize his/her sick leave for the period of disability, shall be granted an unpaid disability leave for a period not to exceed one (1) year, renewable at the discretion of the Board. Leave granted pursuant to this section shall count toward leave to which the teacher may be entitled under the FMLA. The Board reserves the right under the FMLA to require a teacher to use his/her accumulated sick leave. The Board may request, in writing, certification of disability, signed by a physician.
- 2.) In order to provide for continuity within the classroom between pupil and teacher, the teacher who anticipates a disability shall, within sixty (60) days of the requested beginning date of leave (except in the case of emergency), submit a written request for leave to the Board of Education. The written request shall specify the date that the teacher desires to commence leave as well as a statement by his/her physician that there is no medical reason why the teacher cannot continue to perform services until the beginning date of the leave. The Board reserves the right to require the teacher to furnish medical evidence from his/her

physician in the event a question arises as to the teacher's ability to perform his/her teaching duties.

- 3.) The teacher shall be eligible to return from disability leave upon filing a physician's statement (or in the case of mental disability, a psychiatric Statement) that he/she is physically (mentally) fit for full-time employment. The Board shall have the right to have the teacher examined for a second opinion, by a physician agreed upon by the employee and the Board (for mental disability, a psychiatrist), at the Board's expense. The teacher may request a prospective termination date of the leave of absence at the time of request for the leave.
- 4.) The teacher may request in writing to the Board, an extension of leave taken under this article. Extension of leave will be at the discretion of the Board.
- 5.) Upon reinstatement, the teacher taking leave hereunder will be entitled to accrued experience and sick leave accumulated prior to the start of said leave. Any teacher completing over 50% of the class days in any year during which leave commences or ends, shall be given credit on the salary schedule and sick leave for that year.

16.10 Child Care Leave

- 1.) An unpaid leave of absence may be granted to a teacher for the purpose of child care in the immediate family. The length of the leave shall not exceed one (1) year, renewable at the discretion of the Board. Leave granted pursuant to this section may count toward any FMLA leave to which the teacher may be entitled.
- 2.) In order to provide for continuity within the classroom between pupil and teacher, the teacher shall, at least thirty (30) days prior to the requested beginning date of leave, submit a written request for leave to the Board of Education.
- 3.) The teacher may request in writing to the Board, an extension of leave taken under this article. Extension of leave will be at the discretion of the Board.
- 4.) Upon reinstatement, the teacher taking leave hereunder will be entitled to accrued experience and sick leave accumulated prior to the start of said leave. Any teacher completing over 50% of the class days in any year during which leave commences or ends, shall be given credit on the salary schedule and sick leave for that year.

ARTICLE 17

PROFESSIONAL IMPROVEMENT - EDUCATIONAL CONFERENCES

- 17.1 The parties support the principles of continuing training for teachers, participation by teachers in professional organizations in the areas of their specializations, leaves for work on advanced degrees or special studies and participation in community educational projects.
- 17.2 The Board shall treat an SCECH (State Continuing Education Clock Hours) as being the equivalent of professional work from an accredited college or university (25 SCECH equals I semester hour). The SBCEU (State Board Continuing Education Unit) credits previously earned are still valid for the renewal period of the teaching certificate. (Multiply SB-CEU by 10 to calculate SCECH). Twenty-five hours of district provided professional development is equal to one college credit.

- 17.3 The Board may agree to provide, upon application, all or part of the necessary funds for teachers who desire to attend selected professional conferences and Michigan Department of Education Curriculum Committee meetings. Travel, up to two hundred fifty (250) miles, meals, lodging and registration fees shall be deemed appropriate expenses of the Board, as well as the cost of the substitute teacher needed to relieve the participant. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation. Teachers will, upon request, submit a written report regarding such conferences.
- 17.4 If bargaining unit member receives an ineffective or minimally effective rating on his/ her yearend evaluation, he/ she will be required to attend ten (10) hours of District provided and/or approved professional development. Professional development must be completed before end of the following school year. The employee will be reimbursed any fees to attend off-site professional development.

ARTICLE 18
PROFESSIONAL COMPENSATION

- 18.1 The salaries of teachers covered by this agreement are set forth in Schedule "A" which is attached to and incorporated in this agreement. Salaries will be prorated for part-time employees. The formula for this calculation is: Percent of full time X salary on step = yearly salary. Example: Teacher A is on BA Step 6 and scheduled for 4 hours per day. BA Step 6 = \$40,227.
- 18.2 Longevity pay will be paid to teachers on the 15th, 20th, and 25th step.
- 18.3 Co-curricular responsibilities will be compensated for by a percentage basis on the number of years' experience in this District in the activity, up to 7 years (step 1-7) on the BA schedule. Compensation shall be paid as set forth in Schedule "B" which is attached to and incorporated in this agreement. Instructors who are either promoted or demoted within an activity will retain their years of experience.
- 18.3a Coaches will be given up to 5 years' experience for previous coaching experience. Experience must have been in interscholastic athletics in an accredited public or private school. Experience need not be at the same level, but must be in the same sport.
- 18.3b College coaching, summer recreation league, AAU or intramural coaching will not be counted toward experience.
- 18.4 All teachers returning to this district under the terms of this agreement shall be given full credit on the salary schedule for previous years of experience at Carson City-Crystal. He/She will also be given credit on the salary schedule for previous years of teaching experience in an accredited public or private school, not to exceed a total of five (5) years.
- 18.5 All teachers newly employed will be given full credit on the salary schedule for the first 5 years and may be given an additional 5 years for previous years of teaching experience in an accredited public or private school, not to exceed a total of ten (10) years.
- 18.6 In a case where one half (1/2) years' service is involved, credit for a full year shall be allowed.
- 18.7 Increments become effective at the beginning of each school year and advancement under the salary schedule shall be automatic as of the first pay of the school year. Horizontal advancement under the salary schedule shall be automatic as of the beginning of the semester following completion of graduate credit or hours approved by the Superintendent. If approval is denied the decision can be appealed to a committee consisting of an Association Building Representative, an appointee (other than the Superintendent) from the Curriculum Committee, and the building principal. Teachers will receive advancement under the salary schedule only if proof of course completion is furnished to the Board by September 30 for the first semester

and January 30 for the second semester. Should the institution fail to provide documentation in a timely manner, advancement on the salary schedule shall be retroactive upon receipt of documentation.

- 18.8 A teacher engaged during the school day in negotiating on behalf of the Association with any representative of the Board or participating in professional grievance procedures, including mediation, shall be released from regular duties without loss of salary.
- 18.9 Teachers shall receive the current allowable IRS rate for travel allowance for use of their private automobiles while on authorized school business.
- 18.10 All teachers may volunteer or be assigned temporary substitute teaching assignments during their scheduled preparation period and will be paid at 1.50 times the certified hourly rate for each period not to exceed sixty (60) minutes. Bargaining unit members outside of the assignment of a classroom teacher will also be compensated at the assigned rate. When splitting classrooms in grades Pre K-5, teachers may volunteer or be assigned temporary substitute teaching assignments and will be paid a substitute teacher rate of pay for their day's coverage.
- 18.11 For the duration of this this contract, teachers who elect district provided health insurance for the full year Beginning September 1 (unless a position is vacated and filled, the amount will then be pro-rated using the hire Date), will be entitled to a stipend payable once per year in a separate payment, in January for the following Amounts-- single coverage \$500.00, two-person coverage \$900.00, full family coverage \$1300.**
- 18.12 In any event the school year is interrupted by circumstances beyond the districts control, there may be Modifications made to Schedule B. Pay adjustments must be mutually agreed upon between the Superintendent and the Association.**

ARTICLE 19
INSURANCE

19.1 The Board agrees to furnish health insurance for each full time teacher. Each full time teacher -who is eligible for one of the following programs:

19.1a The portion of the premium CC-C EA members must pay shall be payroll deducted.

19.1b The Board will pay 100% of the premium for insurance other than health insurance.
Each year the Board of Education will determine the outcome of CAP or 80/20,

Health:	Blue Cross Blue Shield of Michigan
Option 1-	Simply Blue HSA 1400/0% Qualified High Deductible Health Plan \$1400/\$2800 Aggregate Deductible; 0% Coinsurance
Option 2-	Simply Blue HSA 2500/0% Qualified High Deductible Health Plan \$2500/\$5000 Embedded Deductible; 0% Coinsurance
Option 3-	Simply Blue HSA 2500/20% Qualified High Deductible Health Plan \$2500/\$5000 Embedded Deductible; 20% Coinsurance

Note: Each plan must have at least 1 employee enrolled in order to be implemented and remain active throughout the plan year.

Long Term Disability	Principal Financial Group 66 2/3% \$4,000 Maximum Monthly Income Benefit \$6,000 Maximum Monthly Salary 90 Calendar Days - Modified Fill Maternity Coverage Pre-existing Condition Waiver Full Freeze / Freeze on Offsets Alcoholism/Drug - 2 yr. Limitation Mental/Nervous - 2 yr. Limitation
Negotiated Life	\$25,000 life and AD & D
Vision	VSP 3 G
Dental	Delta Dental 100 / 80 / 80/ 80: \$1,500 Maximum for Class 1, 11 and 111; \$2500 Maximum lifetime for Class IV

OPTION 2:

Health:	Choices \$1000/\$2000 Deductible 3 Tier prescription, mail-in
Long Term Disability	66 2/3 0/0 \$4,000 Maximum Monthly Income Benefit \$6,000 Maximum Monthly Salary 90 Calendar Days —Modified Fill Maternity Coverage Pre-existing Condition Waiver Freeze on Offsets Alcoholism/Drug — 2 yr. Limitation Mental/Nervous—2 yr. Limitation
Negotiated Life	Principal Financial Group \$25,000 life and AD & D
Vision	EyeMed Option 3 Gold 12/12/12; No Copay Exam; \$130 Allowance
Dental	AND Self-Funded Dental 100/80/80/80: \$1500Maximum forClass1, 11 and 111; \$2500 Maximum lifetime for Class IV

PAK B - For employees not electing health insurance

Long Term Disability	Same as above
Negotiated Life	Principal Financial Group \$25,000 with AD & D
Vision	EyeMed Option 3 Gold 12/12/12; No Exam Copay; \$130 Allowance
Dental	AND Self-Funded Dental 100 / 80 / 80/ 80: \$1,500 Maximum for Class 1, 11 and 111; \$2500 Maximum lifetime for Class IV

- 19.2 Those employees selecting PAK B are entitled to a \$ 130-monthly cash option under the district approved Cafeteria Plan. The cash-in-lieu of health insurance stipend paid to employees who do not receive health insurance shall be \$200 per month.
- 19.2a Anyone choosing to have payroll deduction for annuities must use one of the presently approved annuity companies.
- 19.3 Part-time teachers are eligible for a pro-rated amount of provided Health Insurance or a pro-rated amount of the \$130 monthly cash option under the district approved Cafeteria Plan. The pro-rated amount of dollars is directly correlated to the pro-rated teaching time as compared to a full-time teacher.
- 19.4 Teachers shall receive the above benefits on a full 12-month basis, with the following exceptions: teachers commencing employment for the Board after the start of the school year shall receive a prorated portion of this insurance benefit. Teachers leaving the employment of the Board or commencing an unpaid leave during the school year other than FMLA, shall forfeit this benefit as of the last day of the last full calendar month of employment.
- 19.5 The Board's obligation regarding the insurance provided in this article is to provide payment toward the cost of the insurance. The Board shall have no liability in the event a dispute arises over whether certain claims and disabilities are covered by the insurance. All insurance coverage is to be effective on the date the insurance carrier accepts employee for coverage. The Board shall not be responsible for coverage for any time the employee is not enrolled by the carrier unless non-enrollment is due to the negligence of the Board. The Board agrees to provide the insurance programs set forth in this article within the underwriting rules and regulations, as set forth by the carriers in the master contract held by the policyholder. Teachers may begin or alter benefit programs only to the extent allowed by the enrollment periods specified by the company involved.
- 19.6 Teachers who have Board provided term life insurance, as provided through the health insurance plan, have a 30-day conversion right upon termination of employment. Any teacher electing his/her rights of conversion, in order to keep his/her term life insurance in force, must contact the Insurance carrier within thirty (30) days of his/her last day of employment.
- 19.7 The parties understand that in the event the minimum deductible necessary for a medical plan to comply with HSA eligibility is increased beyond the current deductible level in Blue Cross, the deductible will automatically adjust to meet the federal minimum requirement.

ARTICLE 20 PAYROLL DEDUCTIONS

- 20.1 Paychecks shall be issued by the second Friday after the start of school and shall continue to be issued on or before every second Friday thereafter for a total of twenty-one (21) pays. Teachers who have elected to be paid a total of twenty-one (21) pays shall receive their last check on the regularly scheduled pay date. Teachers shall have the alternative of receiving their salaries equally distributed over the twelve-month period for a total of twenty-six (26) pays. Notifications as to the number of pays shall be in the business office by the Friday after school starts. If paychecks are issued prior to the required date, this shall not be considered to constitute a precedent.

- 20.2 The Board will also authorize payroll deductions, upon written request of a teacher, for personal or charitable purposes to the extent deemed reasonable by the Board and within the limitations set by available office personnel and equipment.
- 20.3 The Association agrees to indemnify and save the school district, Board, Board members and administrators harmless against any and all claims, demands, costs, suits or other forms of liability, including attorney fees, back pay, and all court or administrative agency costs that may arise out of or by reasons of action by the Board for the purpose of complying with this section.
- 20.4 403 (B) Plans. The Board and the Association recognize the importance of each employee pursuing an active retirement savings program and in allowing the employees to choose from investment alternatives to assist them in achieving their retirement savings goal. The investment providers named in the 403(B) plan document as appropriate under IRS regulations are a result of meeting the needs of all employees. All providers are subject to change under the plan document. The current investment providers are:

AXA Equitable
First Investors Corp
Gleaner Life Insurance Society
The Legend Group
Paradigm Equities
Transamerica Fund
Variable Annuity Life Insurance
Plan Member Services
Prudential Asset Management

The third party administrator is:
MidAmerica Administrative & Retirement Solutions Inc.
211 E Main Street, Suite 100
Lakeland, FL 33801
Phone 866-8734240
Fax 863-6884200
Carson City-Crystal's 403b website www.Spokeskids.com/CarsonCityCrystalAS

ARTICLE 21 GRIEVANCE PROCEDURE

See attached letter for Prohibited subjects of bargaining that are not subject to the grievance procedure.

- 21.1 A grievance shall be defined as an alleged violation of the expressed terms and conditions of this contract.
- 21.2 The term "days" as used herein shall mean days in which school is in session during the academic year and days that the school district's business office is open during the summer months between academic years.
- 21.3 Written grievances as required herein shall contain the following:

21.3a It shall be signed by the grievant or grievants.

21.3b It shall be specific.

21.3c It shall contain a synopsis of the facts giving rise to the alleged violation.

21.3d It shall cite the section or subsection of this contract alleged to have been violated.

21.3e It shall contain the date of the alleged violation.

21.3f It shall specify the relief requested.

Any written grievance not in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the limitations hereinafter set forth.

21.4 LEVEL ONE - A teacher alleging a violation of the express provisions of this contract shall within fifteen (15) days of its alleged occurrence submit the grievance on the proper form (see schedule D) and orally discuss the grievance with his/her principal in an attempt to resolve same.

If no resolution is obtained within five (5) days of the discussion, the teacher shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two.

LEVEL TWO - A copy of the written grievance shall be filed with the Superintendent or his designated agent as specified in Level One with the endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or his designated agent shall arrange a meeting with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Association secretary, the principal in the building where the grievance arose, and place a copy of same in a permanent file in his office.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Association, the grievant shall within five (5) days appeal same to the Board of Education by filing such written grievance along with the decision of the Superintendent with the Superintendent or his designated agent.

LEVEL THREE - Upon proper application as specified in Level Two, the Board shall within thirty (30) days of application allow the teacher or the Association representative an opportunity to be heard at the meeting for which the grievance was scheduled. Within one (1) month from the hearing of the grievance, the Board shall render its decision in writing. The Board may hold future hearings therein or otherwise investigate the grievance provided, however, that in no event except with express written consent of the Association, shall final determination of the grievance be made by the Board more than one (1) month after the initial hearing. The Board may, at its discretion, designate a committee of its members to fulfill its obligation at Level Three. A copy of the written decision of the Board shall be forwarded to the Superintendent for permanent filing, the principal in the building in which the grievance arose, the grievant, and the secretary of the Association.

LEVEL FOUR - Individual teachers shall not have the right to process a grievance at Level Four.

21.4a If the Association is not satisfied with the disposition of the grievance at Level Three, it may refer the matter to binding providing the Board with written notification of its desire to go to binding arbitration. The written notification must be provided to the Board within ten (10) days after the

decision of the Board. If the parties cannot agree on an arbitrator within ten (10) days after the Association's written notification to the Board and the Association still desires to refer the matter to binding arbitration, the Association shall file a Demand for Arbitration with the American Arbitration Association. The Demand for Arbitration must be filed within twenty (20) days of the aforementioned written notification by the Association to the Board. The arbitrator shall then be selected in accordance with the rules of the American Arbitration Association, which shall likewise govern the arbitration proceedings.

21.4b Neither party may raise a new defense or ground at Level Four not previously raised or disclosed.

21.4c The following are excluded from Binding Arbitration

- 1.) The termination of services of or failure to re-employ any probationary employees
- 2.) Any matter involving content of teacher evaluation
- 3.) Any matter which can be appealed to the tenure commission
- 4.) Any matter dealing with negotiations
- 5.) Any disciplinary action taken by the Board against a teacher

21.5 Powers of the arbitrator are subject to the following limitations:

21.5a He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this agreement.

21.5b He shall have no power to change any practice, policy or rule of the Board nor substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule or any action taken by the Board.

21.5c He shall have no power to decide any question which, under this agreement, is within the responsibility of the management to decide.

21.5d He shall not hear any grievance previously barred from the scope of the grievance procedure.

21.5e More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent of the parties.

21.5f Where no wage loss has been caused by the action of the Board complained of, the Board shall be under no obligation to make monetary adjustments and the arbitrator shall have no power to order one.

21.5g Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or nonoccurrence of the event upon which the grievance is based.

21.6 The fees and expenses of the arbitrator shall be shared at the rate of 50% for the Association and 50% for the Board. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

21.7 Should a teacher fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a teacher fail to appeal a decision within the time limits specified, or leave the employ of

the Board (except by a claim involving a remedy directly benefiting the grievant regardless of his employment), all further proceedings on a previously instituted grievance shall be barred.

- 21.8 The Association shall have no right to initiate a grievance involving the right of a teacher or group of teachers without his or their express approval in writing thereon.
- 21.9 All preparation, filing, presentation or consideration of grievances shall be held at times other than when a teacher or participating association representative is to be at his assigned teaching station.
- 21.10 The time limits provided in this article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year, 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.
- 21.11 Notwithstanding the expiration of this agreement, any claim or grievance based upon a violation which occurred before the expiration of this agreement, may be processed through the grievance procedure until resolution.

ARTICLE 22

Seniority

22.1 Seniority of personnel

22.1a The term "seniority" as hereinafter used shall be length of continuous teaching service since the last date of hire with the Carson City-Crystal School District.

22. 1b The following procedure shall be utilized to break ties in seniority:

In the event of more than one (1) teacher beginning employment on the same date, seniority will be determined by the drawing of names. During the first week of school, teachers who were hired by the Board on the same date will meet in the superintendent's office along with the EA representative. A neutral party (the Board President or his/her designee may act as the neutral party) will draw the names. Teachers whose names are drawn first will be placed on the seniority list in that order.

22.1c Leaves of absence granted in accordance with the provisions of the Master Agreement shall not constitute an interruption in continuous service.

22.1d Credit given for outside teaching experience in another school district shall not be considered for the purpose of accumulating seniority.

22.2 Certification and Qualification of Personnel

22.2a The term "certified" shall mean the teacher is certified for the position as defined by the State Board of Education.

22.3 When determining whether a teacher is certified and qualified for a position, the Board shall rely upon the information contained in the teacher's personnel file.

ARTICLE 23

NEGOTIATIONS PROCEDURES

23.1 By June 1 the parties shall meet for the purpose of opening negotiations, setting of ground rules and exchanging their proposals in the form they wish to see them adopted.

- 23.2 Neither party in any negotiations shall have control over the selection of the negotiators of the other party. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations. Both parties agree to submit the final agreement for ratification to their appropriate governing bodies. After ratification by both parties their representatives shall attach their signatures to the ratified agreement within a reasonable time after ratification.
- 23.3 There shall be four (4) signed copies of the agreement for purposes of record. One copy shall be retained by the Board, one copy by the Superintendent, and two by the Association.
- 23.4 If an emergency financial manager is appointed by the state under the Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employee Relations Act (PERA).

ARTICLE 24
NO STRIKE CLAUSE

- 24.1 The Board and the Association subscribe to the principle that difference shall be resolved by appropriate and peaceful means, in keeping with the high standards of the profession, without interruption of the school program. Accordingly, the Association agrees that during the term of this agreement, it will not direct, instigate, participate in, encourage or support any strike against the Board by any teacher or group of teachers.

ARTICLE 25
MISCELLANEOUS PROVISIONS

- 25.1 This contract constitutes the sole and existing agreement between the parties in respect to rates of pay, wages, hours of employment or other conditions of employment which shall prevail during the term of the contract. The waiver of a breach, terms or condition of the agreement, by either party, shall not constitute a precedent in the future enforcement of its terms and conditions.
- 25.2 This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in written and signed amendments to this agreement.
- 25.3 The provisions herein contained and including Schedules "A", "B", "C", "D", Appendix "A", Appendix "B", and Letter of Understanding constitutes the entire agreement between parties.
- 25.4 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 or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly subject to the terms of this agreement.
- 25.5 If any provisions of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- 25.6 Copies of this agreement shall be printed, or otherwise reproduced within thirty (30) days after the agreement is signed, at the expense of the Board and presented to all teachers now employed or hereafter employed by the Board.

- 25.7 Unless medically impossible for the first ten (10) school days of an absence, teachers shall provide in writing all lesson plans required by the principal in order to mainstream-curricula continuity through the substitute.
- 25.8 All eligible teachers retiring from the Carson City-Crystal Area Schools shall be compensated for unused accumulated sick days as follows:
- 26.8.2 Those with at least fifteen (15) years of certified teaching in the CC-C District shall be given twenty (\$20) dollars per day for all unused, accumulated sick days.
 - 26.8.3 Those with at least twenty (20) years of certified teaching in the CC-C District shall be given thirty (\$30) dollars per day for all unused, accumulated sick days.
 - 26.8.4 Those with at least twenty-five (25) years of certified teaching in the CC-C district shall be given forty (\$40) dollars per day for all unused, accumulated sick days.

Payments made under this provision shall be made to the said employee no later than September 30th of the following school year. To receive such compensation, the employee must notify the Board of their intent to retire by April 1, unless extenuating circumstances change the status of the employee.

- 2020-2021 ½%
- 2021-2022 1%
- 2022-2023 ½%

Schedule A

20-21				
step	Bachelors	Master's	Master's +15	Master's +30
1	34,951	38,276	38,978	39,676
2	36,578	40,057	40,788	41,520
3	38,276	41,921	42,684	43,450
4	40,057	43,867	44,669	45,471

5	41,921	45,907	46,747	47,584
6	43,867	48,042	48,920	49,800
7	45,907	50,277	51,195	52,114
8	48,042	52,614	53,576	54,537
9	50,277	55,062	56,067	57,074
10	52,614	57,620	58,676	59,727
15	55,062	60,298	61,405	62,508
20	57,620	63,105	64,260	65,412
25	60,298	66,040	67,250	68,455
21-22				
step	Bachelors	Master's	Master's +15	Master's +30
1	35,301	39,113	39,368	40,073
2	36,944	40,458	41,196	41,935
3	38,659	42,340	43,111	43,885
4	40,458	44,306	45,116	45,926
5	42,340	46,366	47,214	48,060
6	44,306	48,522	49,409	50,288
7	46,366	50,780	51,707	52,635
8	48,522	53,140	54,112	55,082
9	50,780	55,613	56,628	57,645
10	53,140	58,196	59,263	60,324
15	55,613	60,901	62,019	63,133
20	58,196	63,736	64,903	66,066
25	60,901	66,700	67,923	69,140
22-23				
step	Bachelors	Master's	Master's +15	Master's +30
1	35,478	39,309	39,565	40,273
2	37,129	40,660	41,402	42,145
3	38,852	42,552	43,327	44,104
4	40,660	44,528	45,342	46,156
5	42,552	46,598	47,450	48,300

6	44,528	48,765	49,656	50,539
7	46,598	51,034	51,966	52,898
8	48,765	53,406	54,383	55,357
9	51,034	58,891	56,911	57,933
10	53,406	58,487	59,559	60,626
15	55,891	61,206	62,329	63,449
20	58,487	64,055	65,228	66,396
25	61,206	67,034	68,263	69,486

Base to be used as multiplier

Article 26

This agreement shall be effective as of **July 1, 2020** and shall continue in effect until the 30th day of **June, 2023**. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated

SCHEDULE
B1 ATHLETICS

Baseball - Varsity	12.5%
Baseball - Junior Varsity	7.5%
Basketball - Varsity (2)	12.5%
Basketball - Junior Varsity (2)	8.5%
Basketball - Junior High (4)	4%
 Bowling	 6.5%
 Cross Country	 12%
Cross Country - Junior High	4%
 Football — Varsity	 12.5%
Football - Head J.V.	8.5%
Football - Assistants (2)	6.5%
 Golf	 8%
 Softball - Varsity	 12.5%
Softball - Junior Varsity	7.5%
 Track - (1)	 12.5%
 Track - Assistant- (1)	 6.5%
Track - Junior High (2)	4%
 Volleyball - Varsity	 12.5%
Volleyball - Junior Varsity	7.5%
Volleyball - Junior High (2)	4%
 Wrestling - Head Coach	 12.5%
Wrestling - Assistant	6.5%
Wrestling - Junior High (1)	4%
 Pom Pon	 6%
Cheerleading	6%
Clay Target	6%
Soccer	8.5%

SCHEDULE

B1 ACADEMICS

Class Sponsor - Freshman	1%
Class Sponsor - Sophomore	1%
Class Sponsor - Junior	2.5%
Class Sponsor - Senior	2.5%
Curriculum Representative (4)	3%
Academic Competition in league Computer Tech, ELA, Forensics, Model UN, Quiz Bowl, and Science Olympiad	1.5%
District School Improvement (6)	4%
Drama (Play Production)	1.5%
Hourly Certified Rate	\$20.00
Instrumental Music Director	12%
National Honor Society	2%
Student Council - High School	3%
Student Council - Middle School	1%
Student Council — Elementary	1%
Talent Show	1%
Yearbook Advisor - High School	5%
Yearbook Advisor - Middle School	1%
Yearbook Advisor- Lower Elementary School	1%
Junior National Honor Society	2%
Mentor	\$500

SCHEDULE

“D” GRIEVANCE REPORT FORM

GRIEVANCE # _____

SCHOOL DISTRICT _____

GRIEVANCE REPORT

Submit to Principal in Duplicate

DISTRIBUTION OF FORM:

- 1. Superintendent
- 2. Principal
- 3. Association
- 4. Teacher

Building	Assignment	Name of Grievant	Date Filed
----------	------------	------------------	------------

LEVEL 1

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Contract Provision Violated _____

3. Relief Sought _____

Signature / Date

C. Disposition by Principal

Signature / Date

D. Position of Grievant and / or Association

SCHEDULE

Signature / Date

LEVEL 11

A. Date Received by Superintendent or Designee _____

B. Disposition of Superintendent or Designee _____

Signature / Date

C. Position of Grievant and / or Association _____

Signature / Date

LEVEL 111

A. Date Received by Board of Education or Designee _____

B. Final Disposition by Board _____

C. Position of Grievant and / or Association _____

* If additional space is needed in reporting Sections B I & 2 of Step II, attach an additional sheet. **

Appendix A

ANTI-CORPORAL PUNISHMENT LAW
P.A. 520, 1988
EFFECTIVE MARCH 30, 1989

Section 1. Section 1312 of Act No. 451 of the Public Acts of 1976, being section 3890.1312 of the Michigan Compiled Laws, is amended to read as follows:

Sec. 1312 (1) As used in this section, "corporal punishment" means the deliberate infliction of physical pain by any means upon the whole or any part of a pupil's body as a penalty or punishment for a pupil's offense.

(2) A person employed by or engaged as a volunteer or contractor by a local or intermediate school board shall not threaten to inflict, inflict, or cause to be inflicted corporal punishment upon any pupil. However, the person, within the scope of his or her responsibilities, may use such reasonable physical force as may be necessary to:

- (a) Protect himself, herself, the pupil, or others from immediate physical injury.
 - (b) Obtain possession of a weapon or other dangerous object upon or within the control of a pupil.
 - (c) Protect property from physical damage.
- (3) A person employed by or engaged as a volunteer or contractor by a local or intermediate school board who exercises necessary reasonable physical force upon a pupil as described in subsection (2) use of that physical force as provided in Act No. 170 of the Public Acts of 1964, being sections 691.1401 to 691.1415 of the Michigan Compiled Laws.
- (4) A person who violates subsection (2) may be appropriately disciplined by his or her school board.
- 5) A local or intermediate school board shall approve and cause to be distributed to each employee, volunteer, and contractor a list of alternatives to the use of corporal punishment. Upon request, the department of education shall provide assistance to schools in the development and adoption of such a list.
- (6) Any resolution, bylaw, rule, policy, ordinance, or other authority permitting corporal punishment is void.

Appendix B

Policy

BOARD OF EDUCATION CARSON CITY-CRYSTAL AREA SCHOOLS

STUDENTS 5610 / page 1 of 2

EMERGENCY REMOVAL, SUSPENSION AND EXPULSION OF NONDISABLED STUDENTS

A student may be removed from the classroom, suspended or expelled for persistent disobedience or gross misconduct. A student may not be expelled or excluded from the regular school program based on pregnancy status.

In recognition of the negative impact on a student's education, the Board encourages the District's administrators to view suspensions, particularly those over ten (10) days, and permanent expulsions as discipline of last resort, except where these disciplines are required by law (Policy 5610.01). Alternatives to avoid or to improve undesirable behaviors should be explored when possible prior to implementing or requesting a suspension or expulsion.

The Board of Education recognizes that exclusion from the educational programs of the District, whether by suspension or expulsion, is the most severe sanction that can be imposed on a student in this District and one that cannot be imposed without due process since exclusion deprives a child of the right to an education. The Board also recognizes that it may be necessary for a teacher to remove a student from class for conduct which is disruptive to the learning environment, and that such removals are not subject to a prior hearing, provided said removal is for a period of less than twenty-four (24) hours. However, if an emergency removal may result in a suspension, then due process must be ensured.

For purposes of this policy, "suspension" shall be either short-term (not more than ten (10) days) or long-term suspension (for more than ten (10) days but less than permanent expulsion) of a student from a regular District program.

Such suspension may take place within as well as outside the District facilities.

For purposes of this policy, unless otherwise defined in Federal and/or State law and Policy 5610.01, "expulsion" shall be the permanent exclusion of a student from the schools of this District. Students who are expelled permanently may petition for reinstatement under the provisions stipulated in Policy 5610.01.

The Superintendent may recommend to the Board a long-term suspension or that a student be expelled.

In all cases resulting in short-term suspension, long-term suspension, or expulsion, appropriate due process rights described in Policy 5611 must be observed. The special education director shall check to make sure the student is not classified as disabled under Section 504.

No student, otherwise eligible for attendance, shall be excluded from a District program unless that student has substantially interfered with the maintenance of good order and/or the educational environment, or unless it is necessary to protect that student's or other students' physical or emotional safety and well-being.

A student may be removed from a class, subject, or activity for one (1) day by his/her teacher for certain conduct as specified in the Code of Conduct, or the student may be given a short-term suspension by the Superintendent or the principal. A student so removed will be allowed to attend other classes taught by other teachers during the term of the one (1) day removal. A student removed from the same class for ten (10) days will receive a due process hearing for each suspension beyond ten (10) days, consistent with required due process for long-term suspensions.

The Board designates the Superintendent as its representative at any hearings regarding the appeal of a suspension.

The Superintendent shall develop administrative guidelines to implement this policy which shall include:

- A. promulgation of standards of behavior to all students in accordance with Board policy on student discipline;
- B. procedures that ensure due process;
- C. provision for make-up work at home, when appropriate;
- D. regulations regarding student records which require that:
 - 1. all records of suspension be expunged if a student is found innocent of charges made against him/her;
 - 2. records of disciplinary suspension be expunged in accordance with Board policy on student records.

M.C.L.A., 380.1301, 380.1309, 380.1311

20 U.S.C. 3351

State Board of Education, Resolution to Address School Discipline Issues
Impacting Student Outcomes, Adopted June 12, 2012

Revised 12/8/97

Revised 8/00

Revised 2/9/09

Revised 7/8/13

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Letter of Agreement between the Carson City-Crystal Area Schools Board of Education and the Carson City- Crystal Area Schools Education Association

Ancillary Staff
Discipline, Rights, Assignment, Evaluation, Unpaid Leave,
Vacancy, and Staff Reduction

Social worker, non-teaching guidance counselor, speech pathologist, and media specialist are not tenure teachers subject to the Michigan Teacher Tenure Act. Therefore, these ancillary staff members will have the following rights:

No disciplinary action shall be taken upon any complaint directed toward the ancillary staff member, nor shall any notice thereof be included in the ancillary staff's personnel file or evaluation, unless the matter with the name of the complainant is reported in writing within two calendar weeks. If the complaint involves an activity prohibited by law the Board may delay its report until an investigation is completed; if it is believed that making the report will jeopardize the investigation.

No ancillary staff member shall be disciplined or reprimanded arbitrarily or capriciously, nor shall they be reduced in compensation without just cause. All information forming the basis for disciplinary action (place, approximate date and time, and circumstances) will be made available to the ancillary staff member and Association. Names of the complainant(s) will also be given if needed to defend against the allegations(s) the disciplinary action is based upon.

Ancillary staff members shall, upon commencement of employment, be required to serve a probationary period for their first five (5) years of employment with the Board.

Ancillary staff hired by the Board as a result of decentralization of services provided by the Montcalm Area Intermediate School District shall not be required to serve the mentioned probationary period, provided the ancillary staff member was employed by the Montcalm Area Intermediate School District at least five (5) years.

Just cause provisions shall not apply during the probationary period.

In no event will changes in assignment be made later than the fifteenth (15th) day of August preceding the commencement of the school year, unless an emergency situation requires the same, and the Association shall be notified in each instance. Approval for such changes will be sought from the ancillary staff member.

Ancillary staff will not be asked by administrators to accept students for in-school suspension or to supervise a student for behavioral problems.

Evaluations will be completed by April 15 of each year.

Perceived problems and means for improvement will be discussed so the ancillary staff member will be aware of administration expectations.

If there is a further problem with the evaluation, the ancillary staff member may ask the Association to represent him or her.

A copy of any report/evaluation will be provided to the ancillary staff member within twenty (20) school days. If a problem is referred to in the report, the suggested solution will also be included and will be discussed with the ancillary staff member. The evaluator and ancillary staff member will sign the report and a space will be provided for the ancillary staff member to add comments, if there is disagreement on the report.

Evaluations are to be used to appraise ancillary staff about their performance. Evaluations may offer constructive criticism to address problem areas or concerns and to give praise for positive attributes. Evaluations shall not be used to impose disciplinary action. No reference to previous disciplinary action shall be included unless there continues to be concern regarding the problem(s) addressed by the discipline or the previous disciplinary action occurred during the same school year as the evaluation.

In cases of unpaid leaves of absence, reinstatement ancillary shall be to the staff member's former position or to a similar position which is vacant.

In filling vacancies in teaching, ancillary staff and administrative positions the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time that each has been employed by the school district, and other relevant factors. An attempt will be made to fill vacant positions from within the current ancillary staff before any external postings.

Notices of layoff shall be issued thirty (30) calendar days prior to the effective date of layoff.

If social worker, non-teaching guidance counselor, speech pathologist, and media specialist obtain tenure as a classroom teacher, the ancillary staff member shall be subject to the provisions under the Michigan Teacher Tenure Act and are subject to limitations set forth under the collective bargaining agreement.

Article 26

DURATION OF AGREEMENT

Commencing on July 1 , 2020 and ending June 30, 2023

This agreement shall be effective as of July 1, 2020 and shall continue in effect until the 30th day of June 2023. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS:

DATE RATIFIED:

CARSON CITY-CRYSTAL
EDUCATION
ASSOCIATION

Shelly LaVictor, EA President
CARSON CITY-CRYSTAL
AREA SCHOOLS

Gregg McAlvey , Board
President

John Sattler , Superintendent