

MASTER AGREEMENT

Between the

**HARPER CREEK
BOARD OF EDUCATION**

And the

**HARPER CREEK
EDUCATION ASSOCIATION, MEA-NEA**

July 19, 2025 – June 30, 2028

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**AGREEMENT BETWEEN THE BOARD OF EDUCATION
AND
THE HARPER CREEK EDUCATION ASSOCIATION MEA/NEA**

PREAMBLE

THIS AGREEMENT made and entered into as of this 19th day of July 2025 by and between the BOARD OF EDUCATION of the HARPER CREEK COMMUNITY SCHOOLS of Battle Creek, Michigan, hereinafter called the “Board” and the HARPER CREEK EDUCATION ASSOCIATION, MEA/NEA, hereinafter called the “Association”.

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Harper Creek is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service; and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and,

WHEREAS, the Board will furnish, upon reasonable request, all public information to the Association and that the Association will reimburse the Board for additional expenses incurred in furnishing such information. However, the Association may use its own personnel to get the necessary information and use such records or information in the Administration Office; and

WHEREAS, the HARPER CREEK EDUCATION ASSOCIATION - MEA/NEA, will furnish, upon reasonable request, all public information to the Board of Education and that the Board of Education will reimburse the Association for additional expenses incurred in furnishing such information. However, the Board of Education may use its own personnel to get the necessary information and use such records and/or information; and

WHEREAS, the parties have a statutory obligation, pursuant to the Public Employment Relations Act to bargain with respect to certain hours, wages, terms and conditions of employment; and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize; NOW THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1. RECOGNITION

Section 1: Bargaining Unit

The Board hereby recognizes the Association as the exclusive bargaining

representative, as defined in the Public Employment Relations Act, for all personnel holding a valid Michigan teaching certificate issued by the Michigan Department of Education including full-time and regular part-time certified teaching personnel employed under the regular tenure or probationary contracts excluding supervisory and executive personnel, non-regular part-time substitute teachers, evening, summer school teachers, teachers in competitive grant adult education programs, teaching interns, and paraprofessionals. The term “teacher”, when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining unit as above defined.

ARTICLE 2. MANAGEMENT RIGHTS

The Board of Education retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in the board by law, including by the way of illustration, and not by way of limitation, the following:

1. The supervision, direction, and control of the management and administration of the District, its properties and its facilities.
2. The right to enter into intergovernmental agreements to collaborate, consolidate, or jointly perform functions or services, and the impact of these decisions on District employees.
3. The right to hire, evaluate and layoff all employees subject to the provisions of the law; to determine their qualifications; to discharge, demote, or otherwise discipline employees; to promote and transfer employees, and to establish provisions for their health and safety.
4. The right to establish grades and courses of instruction including special programs, and to provide for athletic, recreational, and social programs and events for students as deemed necessary by the Board
5. The right to determine methods of instruction and materials used for instruction.

The exercise of these powers, rights, authority, duties, and responsibilities by the Board and the adoption of such rules, regulations, and policies, as it may deem necessary, shall be limited only by the specific and express terms of this Agreement.

ARTICLE 3. ASSOCIATION & TEACHERS RIGHTS

Section 1: Association Rights

- A. The Association and its representatives shall have the right to use school buildings for meetings and office equipment for local Association business, with the consent of the principal, outside of contracted school day hours. The Association agrees to pay for the cost of materials and supplies incidental to such use.
- B. The Association shall have the right to post notices of its activities and

matters of Association concern on faculty room bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service, district email, and teacher mailboxes for communications to teachers within reason. Association use of District email shall be outside of contracted school day hours, subject to the District's acceptable use policy, and shall not include any communications prohibited by law.

- C. The District shall provide no more than an hour at New Teacher Orientation for the Association to meet new teachers.
- D. At the beginning of every school year, the Association shall be credited with a total of ten (10) days to conduct Association business that cannot be accomplished outside the regular work day. The Association will reimburse the District for the cost of substitute teachers upon a receipt of District costs.
- E. The district shall provide the Harper Creek Education Association written notification of the following within ten (10) business days of first work day, approval of leaves, or retirement notification:
 - a. New Hires, including
 - i. The name, position, building, step and lane, and present mailing address
 - b. Voluntary Leaves of Absence, including
 - i. The name of employee, the start and the end date of a leave of absence
 - c. The name of retiring, resigning, or terminated teachers, including their years of service

Section 2: Teacher Rights

The Board and the Association agree that neither will directly nor indirectly discourage, deprive, nor coerce the other in the enjoyment of any right conferred by the Public Employment Relations Act or other laws of Michigan or the Constitutions of Michigan and the United States. Neither the Board nor the Association will discriminate with respect to hours, wages or any terms or conditions of employment by reason of the exercise of rights or the performance of obligations under the Public Employment Relations Act or under this Agreement.

Nothing contained in this contract shall be construed to deny or restrict any teacher rights they may have under the Michigan Revised School Code and/or any other laws of Michigan or the United States.

- A. The District agrees to pay the insurance premium for errors and omissions coverage for bargaining unit members engaged in the performance of their

District function and while acting in the course and scope of their employment. The District has full discretion to choose the liability insurance carrier for the insurance in this section.

- B. Both the District and the Association recognize the need for academic integrity. The District shall inform the HCEA and teacher of the action taken as defined in E of the Grade Change Procedure published in the student handbook. The district will consult with HCEA if changes in Grade Change Procedure need to be made.

ARTICLE 4. TERMS AND CONDITIONS OF EMPLOYMENT

Section 1: Teaching Load

The Board of Education and the Association recognize that pupil/teacher ratio is an important aspect of an effective educational program. Reasonable effort shall be made to maintain the following class sizes:

A.	Elementary	Developmental Kindergarten	18 students
		Kindergarten	24 students
		Grades 1 - 4	26 students
B.	Middle School	Grades 5-6	30 students (see exceptions below)
C.	Middle School High School	7-12 General Classes	32 students
D.	Middle School	5-6 Physical Education Classes	35 students
D.	High School	7-12 Physical Education Classes	40 students
E.	Middle School High School	6-12 Band, Music, Choir, Performing Arts	Will vary

In the event of a teacher overload, the administration shall meet with the teacher and the representatives of the Association to seek a workable solution to the problem(s) identified.

In the event that the above limits are exceeded, one of the following relief's shall be granted:

- A. Mutual consent between the teacher, the administration and a representative of the Association that the education of students is not being adversely affected;
- B. Pay overload compensation of twenty dollars (\$20) per day (pro-rated for secondary) per student in excess of the above limits.
- a. Payment will be made once each semester (trimester for elementary

teachers);

- b. Payment shall be based upon the roster as per the first day of the third week of the semester for high school and any day thereafter of each semester;
- c. Payment shall be based upon the roster as per the first day of the third week of the start of the school year for middle school and elementary and any day thereafter for the rest of the year;
- d. Written notice shall be received by the building administrator within fifteen (15) working days of the end of each semester (trimester for elementary teachers).

C. Staff may be added;

D. Other mutually agreed solution(s).

If there is no agreement on the relief to be granted, paragraph B shall be the default relief.

In calculating class sizes in a regular education classroom without a co-teacher under this section, students enrolled in Special Education programs who have an Individualized Education Program (IEP) who are mainstreamed into the regular education program shall be counted as one-and-a-half (1.5) student for the actual time of their presence in the regular classroom. However, the following exclusions apply:

- a. Students who have an IEP for speech-only with no academic accommodations.
- b. Students assigned to a resource room (e.g. LD) shall be excluded from the regular classroom count during the period of that assignment.
- c. Students assigned by team teachers (with administrative approval) to an intervention class (i.e. Middle School Intervention/ extension time classes only like WIN).

For teachers on extended leave, overages will be paid for all days worked and for thirty (30) leave days per semester, or twenty (20) days per trimester for elementary teachers. Overage counts will resume upon return to work and teachers will be paid for days present.

- E. The parties agree to track 504 accommodations per classroom during the 2025-2026 school year and meet thereafter to discuss the impact of that data.

Section 2: Payment for IEP Attendance During Planning

Teachers shall be paid their contractual sub rate for attending an IEP during a material portion of their planning time; Except, secondary teachers shall not be paid for attending an IEP during their planning as long as the recurrence doesn't happen more than twice a month and is scheduled within a reasonable time.

Section 3: Assignments

- A. Teachers already in the system will be given an opportunity to request placement in assignments for which they are certified and qualified for consideration by administration.
- B. All bargaining unit members must be appropriately certified. The terms “certified” and “qualified” shall be defined in Article 7, Section 1 B and C of this Agreement.
- C. The Administration shall make every reasonable effort to provide each teacher a permanent classroom for the school year unless the nature of the subject matter necessitates a change in classrooms (e.g. lab classes, pool). In the event that a teacher is required to move more than once per day from one classroom to another, the teacher shall be paid ten dollars (\$10) per day for each occurrence of changing classrooms in excess of one.
- D. In the event a teacher is required to permanently relocate from one classroom of original assignment to another during the school year for non-disciplinary reasons and if the relocation involves movement of books and other supplies, he/she may request a period of two (2) work days to accomplish the move. When so requested, the District shall provide a substitute to cover the teacher’s instructional duties for those days.
- E. In the event a teacher involuntarily moves to another building or classroom during the summer for non-disciplinary reasons and if the transfer involves the movement of books or other supplies, the teacher may request compensation through their building principal of one hundred dollars (\$100) per day for up to three (3) days. Request for compensation must be within ten (10) working days after the move is complete.

Section 4: Teacher Assignment to Non-Professional Tasks

Teachers shall not be involuntarily assigned, with or without extra compensation, to tasks which are essentially not related to instruction, which include but are not limited to the following activities:

- A. Selling and taking tickets at athletic events;
- B. "Crowd handling" at athletic events;
- C. Chaperoning and/or driving buses to athletic events;
- D. Collecting and accounting for milk and lunch monies;
- E. Collecting and accounting for book rental fees, work books, periodicals used in class, towel and lock fees, insurance, school pictures, and other fees charged for student supplies and services; and
- F. Chaperoning student activities of a predominantly social nature.

Nothing in this Agreement shall prevent teachers from voluntarily performing such tasks as set forth in Section 3 above, outside regular school hours at compensation satisfactory to them.

Section 5: Work Day

Each teacher shall be on duty and work the hours required to assure that sufficient instruction time exists to enable the Board to receive full state aid for each pupil membership.

Section 6: Teacher Hours – High School

- A. The normal working hours for high school teachers shall be 7:25 a.m. to 3:10 p.m.* It is recognized that, in the event that the organization of the school day or the working hours designated above are changed, the high school teacher work day shall not exceed seven (7) hours and forty-five (45) minutes.
- B. In addition to the foregoing instructional responsibilities, teachers shall be required, on a rotating basis, to supervise designated areas. Teachers shall be in the hallways outside of their classroom doors or at another assigned post, ten (10) minutes before the start of morning classes. Reasonable efforts will be made to assign teachers to locations near their respective classrooms, if possible. Shared teachers will not be assigned to supervisory duties before or after school unless planning time exceeds standards in Paragraph D, below.
- C. On Fridays and days preceding holiday's teachers may be excused at the end of the regular school day after assisting with the safe and orderly dismissal of students.
- D. All high school teachers will receive individual planning period/preparation time equivalent to one instructional period every day. The administration shall have the right to schedule high school teachers for professional development, collaborative planning, curricular tasks, data analysis, or data collection. Administration may hold up to ten (10) such meetings each school year, not to exceed two (2) per month and not to exceed fifty (50) minutes per meeting.
- E. Shared teachers shall not be required to count travel time as planning. The District shall pay mileage for travel as outlined by the current standards set by the Internal Revenue Service (IRS) as well as have up to twenty (20) minutes travel time not to be conflated with either planning time or duty-free lunch. Requests for mileage reimbursement must be submitted within five (5) business days at the end of the marking period.
- F. Recognizing the importance of attending the high school year-end graduation ceremony, the parties will reopen the contract to negotiate graduation attendance if unexcused attendance is below 75% of the high school staff.

*pending no changes from the state regarding instructional time.

Section 7: Teacher Hours – Middle School

- A. The normal working hours for Middle School teachers shall be 7:20 a.m. to 3:05 p.m.* It is recognized that, in event that the organization of the school day or the working hours designated above are changed, the middle school teacher work day shall not exceed seven (7) hours and forty-five (45) minutes.
- B. Teachers shall be responsible for seeing that students are properly dismissed, cleared from the building and loaded on buses. Teachers shall be in the hallways outside their classroom doors or at another assigned post, ten (10) minutes before the start of morning classes. Reasonable efforts will be made to assign teachers to locations near their respective classrooms, if possible. Shared teachers will not be assigned to supervisory duties before or after school unless planning time exceeds minimal expectations.

On Fridays and days preceding holidays, teachers may be excused at the end of the regular school day after assisting with the safe and orderly dismissal of students

- C. All middle school teachers will receive individual planning period time equivalent to the amount of one (1) instructional period every day. The Administration shall have the right to schedule middle school teachers for professional development, collaborative planning, curricular tasks, data analysis, or data collection during their planning. Administration may hold up to ten (10) such meeting each school year, not to exceed two (2) per month and not to exceed fifty (50) minutes per meeting.

If the teaming concept is in effect, team teachers (math, science, English/Language Arts, and social studies) will receive team planning at least every other day equivalent to one (1) intervention period (not less than 40 minutes).

- D. Shared teachers shall not be required to count travel time as planning. The District shall pay mileage for travel as outlined by the current standards set by the Internal Revenue Service (IRS) as well as have up to twenty (20) minutes travel time not to be conflated with either planning time or duty-free lunch. Requests for mileage reimbursement must be submitted within five (5) business days at the end of the marking period.

*pending no changes from the state regarding instructional time.

Section 8: Teachers Hours - Elementary

- A. The normal working hours for the school year for Elementary teachers shall be 8:15 a.m. to 3:50 p.m.* It is recognized that, in the event that the organization of the school day or the working hours are changed, the Elementary teacher work day shall not exceed seven (7) hours and thirty-five (35) minutes.
- B. In addition to the foregoing instructional responsibilities, teachers shall be responsible for seeing that students are properly dismissed and cleared from the building. Teachers shall be in their classrooms ten (10) minutes before the start of morning classes. Shared teachers will not be assigned to supervisory duties before or after school unless planning time exceeds the minimum standards in ¶D, below. Up to four (4) in each elementary building will be compensated for supervising the unloading of buses, parent drop-off, and breakfast duty in the morning and the loading of buses and parent pick-up in the afternoon. For safety reasons, an additional teacher may be added in the Superintendent's or designee's discretion. Compensation shall be \$25 per hour not to exceed thirty minutes (30) minutes. If buses or parents have not arrived within the thirty (30) minute timeframe, the building administrator shall then take over monitoring students. On Fridays and days preceding holidays, teachers may be excused at the end of the regular school day after assisting with the safe and orderly dismissal of students
- C. Elementary teachers will receive three hundred (300) minutes of planning per week. The administration shall have the right to schedule elementary school teachers for professional development, collaborative planning, curricular tasks, data collection, and data analysis during one (1) planning period in each month and not to exceed fifty (50) minutes per meeting. Administration may hold up to ten (10) such meeting each school year, not to exceed two (2) per month.
- D. Elementary special subjects' teachers shall not be required to count travel time as planning time. The District shall pay mileage for travel as outlined by the current standards set by the Internal Revenue Service (IRS) as well as have up to twenty-five (25) minutes travel time not to be conflated with either planning time or duty-free lunch. Requests for mileage reimbursement must be submitted within five (5) business days at the end of the marking period.
- E. The scheduling of special classes shall be collaboratively created with input from at least two (2) teachers from each building who are mutually agreed upon between Administration and the Association.

*pending no changes from the state regarding instructional time.

Section 9: Lunch Period

- A. All teachers shall be scheduled for a duty free, uninterrupted lunch period of not less than thirty (30) minutes.
- B. Each teacher shall be paid \$25 per hour to serve noon duty on a permanent basis for the entire year.
- C. At the high school and middle school level, assignment areas for noon supervision shall be posted by the building administrator and teachers shall be selected from a list of applicants. In the event that the number of persons deemed necessary for supervision by the building administrator is not available, then teachers may be assigned noon supervision one (1) in seven (7) days with compensation. If asked by the principal to pull such duty more often than one (1) in seven (7) days, the teacher is to be paid \$25 per hour.
- D. If an elementary teacher is called upon by his/her principal (or designee) to supervise during his/her duty-free lunch period in an emergency situation (such as injury, accident or major discipline problems) said teacher will be compensated as per Section B.
- E. Teachers must assume an active role in supervision and maintain conduct levels acceptable to the administration or be subject to replacement with another staff member.
- F. Teachers will not have a scheduled lunch period earlier than the beginning of the first student lunch period nor later than the end of the last student lunch period.

Section 10: Cancellation and Rescheduling of Student Instruction

Scheduled days and hours of student instruction which are not held because of conditions not within the control of school authorities, such as inclement weather, fires, epidemics, mechanical breakdowns, or health conditions (as defined by city, county, or state health authorities) will be rescheduled to ensure that there are a minimum number of days and hours of student instruction as prescribed by the Revised School Code and the State School Aid Act to enable the Board to receive full pupil membership and categorical appropriations. Teachers shall be excused from reporting for school on those days and hours and will receive their regular pay. Teachers shall work on the rescheduled days and hours with no additional compensation. Rescheduling shall be accomplished as specified in the Calendars included within this Agreement. The parties agree that this contract provision has been negotiated to comply with the provisions of the State School Aid Act and to ensure that the District will incur no loss of state aid. Further, the parties recognize the School District's obligation to comply with requirements set forth in the Revised School Code respecting the required number of "student instruction" days and hours.

Section 11: Staff Rooms

- A. Each school building shall be provided with a staff room or lounge available for staff use during the regular school day. The staff room or lounge is not to be used by staff members to the neglect of regular professional duties. The District and the Association declare their commitment to maintain staff facilities in a clean condition.
- B. The school administration will provide other areas in the building for speech correction, visiting teacher work, inoculations, testing, sick room, storage, etc.

Section 12: Classrooms

The District declares its intention to maintain classroom and bathroom facilities in a clean condition to include: dusting, sweeping of floors, emptying of wastebaskets, and vacuuming. It is recognized that conditions beyond the employer's immediate control (e.g., adverse weather, employee absence) may cause occasional delay in the effectuation of this intention. Teachers agree to cooperate in this endeavor, within the scope of their professional duties. Classrooms shall be treated as needed to prevent infestation by vermin.

Section 13: Least Restrictive Environment

- A. The parties acknowledge that the policy of least restrictive environment is legally mandated. It is also recognized that the extent to which any student who receives services under the Individuals with disabilities Education Act (IDEA) should participate in regular education programs and services involves consideration of that student's unique needs as determined by an Individual Educational Planning Committee (IEPC). It is further acknowledged and recognized that the general education classroom teachers and the appropriate special education teachers are jointly responsible for implementation of the IEP and for attending to the educational needs of special education students assigned to the teacher's class. Teachers agree to cooperate in the delivery of special education and related services.
- B. Prior to actual placement of a particular special education student within the classroom of a teacher, such teacher(s) may confer directly with the special education teacher/consultant concerning the student and the plan for integration of said student.
- C. If any teacher has a reasonable basis to believe that a disabled student's current Individual Education Plan (IEP) is not meeting the student's unique needs as required by law, the teacher will advise his/her principal of that opinion, in writing.
- D. If delivery of related school health services is necessary to provide a student with a free appropriate public education, as mandated by the Individuals with Disabilities Education Act, those functions shall be performed by a properly trained individual. Appropriate training will be

provided to each teacher prior to the placement of that special education pupil in the teacher's room. This training shall include an explanation of procedure(s) for delivery of the school health service, identification of the appropriate persons to whom performance of that function may be permissibly delegated, the extent and availability of supervision for performance of the procedures and the authority for alteration, modification or termination of the procedures.

Bargaining unit members shall be required to perform medical procedures under this provision in an emergency situation only.

ARTICLE 5. TEACHERS PROFESSIONAL WORKING RESPONSIBILITIES

Section 1: Supervision

Supervision of students is the teacher's responsibility. This includes monitoring activities in all school areas such as cafeteria, halls, lavatories, playground, assemblies and any other place where students may congregate during the normal school day. Teachers shall cooperate in good housekeeping practices in the halls, respective classrooms and their lounges.

Section 2: Research and Development

Upon request of the administration, teachers shall be encouraged to recognize their professional obligation to participate in curriculum studies, research and revision committees during the school year as a part of professional development and involvement. The District will make attempts to have teacher representation from each building on curriculum council.

Section 3: Care of Supplies and Facilities

Teachers shall be expected to exercise reasonable care for school materials, equipment and facilities assigned to them. Teachers shall not be held monetarily responsible for equipment damage at school or off school premises if teacher exercised reasonable care. "Equipment" shall include but shall not be limited to the use of school laptops.

Section 4: Lesson Plans

Teachers shall at all times have completed, in advance, lesson plans reasonably consistent with curricular units of study for the next five (5) days of student instruction.

Section 5: Student Grade Submission

Teachers shall not be required to submit grades earlier than three (3) school days after the completion of marking period (i.e. quarters, trimesters, or semesters). At the end of the school year grades must be submitted within three (3) district business days. These time limits may be extended with mutual consent.

Section 6: Personal Appearance

All teachers shall maintain dress, grooming and personal appearance consistent with their area of teaching.

Section 7: Activities and Organizations

Teachers are encouraged to participate in various activities and organizations associated with Harper Creek Community Schools. These activities include, but are not limited to: PTA or PTO meetings, HCEA, Board of Education meetings, athletic events, choir and band concerts and festivals, theatrical productions, and student recognition events, etc. Teachers shall attend and be prepared to explain priority standards during at least one (1) Meet the Teacher/open house per year not to exceed one-hundred (120) minutes unless excused by their Principal.

Section 7: School Improvement/ Staff Meetings

Teachers shall be required to attend mandatory school improvement/staff meetings up to six hundred (600) minutes per school year. While recurring scheduled meetings are preferable, administration will provide at least forty-eight (48) hours' notice prior to an unscheduled school improvement/staff meeting unless the subject of the meeting is unforeseen. School improvement/staff meetings shall not exceed sixty (60) minutes per meeting per month.

Section 8: Professional Development/Probationary Teachers/ First Year Teachers

As a condition of continued employment, each probationary teacher subject to the professional development requirements of Section 1526 of the Revised School Code (or its successor provision) shall complete those requirements within the time provided by statute. The Board shall not be obligated to compensate the probationary teacher for either the time connected with completion of these requirements or for other associated costs such as enrollment course and/or registration fees. However, when the Board elects to provide this training locally it shall underwrite the cost of same but shall not be obligated to pay any additional compensation to the probationary teacher for the time associated with completion of the above requirements.

Teachers new to the District may be required to report to work up to six (6) hours for up to three (3) business days before the teacher report day of their first full school year, unless excused in writing. Teachers attending will be paid \$150 per day.

Teachers in their first full year with the District may be encouraged to attend new teacher meetings during the school year. Teachers attending may receive SCECH credit if allowable.

Section 10: Mentor/Mentee Professional Development and Stipend

Mentor training and assignment must follow current Michigan law; mentors and mentees may request to change their mentee/mentor through their supervisor. Mentees are eligible to receive professional development credit. Mentors may choose to receive a stipend or SCECHs, if SCECHs are allowable.

For mentoring new teachers with less than three years prior teaching experience in a Michigan Public School, mentors can receive a stipend in place of SCECHs for each six (6.0) hours of work with their mentee up to:

Three days (18 hours) for first-year teachers: \$270 Two days (12 hours) for second-year teachers: \$180 One day (6 hours) for third-year teachers: \$90

For mentoring a new teacher with at least three years prior teaching experience in a Michigan Public School, the District will assign a mentor for the first two (2) years to assist the teacher in becoming oriented to the District and the building procedures. These mentors can receive a stipend in place of SCECHs as follows:

Up to 12 hours for the first-year teacher: \$180 up to 6 hours for the second-year teacher: \$90

To receive credit/stipend, both mentors and mentees must submit the professional development log by the Friday before Memorial Day. Mentors should indicate their compensation preference on the log sheet.

Section 11: Professional Development

The school calendar shall meet the professional development requirements under Section 1527 of the Revised School Code.

Two professional development days in a given school year will be planned by the Curriculum Council, including but not limited to instructional coaches and teacher representatives from each building.

For all District provided PD and meetings qualifying for non-traditional SCECH, the District shall apply for SCECH credit where allowable.

Section 12: Representation at Conferences

Administration will consider leave with pay, not chargeable against the teacher's sick or personal leave, to attend educational conferences, workshops, and/or seminars. Administration will consider a reasonable number of teacher visitations for the purpose of viewing other instructional techniques and programs. The extent of teacher representation and visitation will depend upon the distance, the relevance, and the school budget. Teachers desiring to attend such conferences, meetings, or visitations should complete a conference request form, discuss it with the principal and then forward it to the Superintendent or Superintendent's designated representative for final approval. No event registration will occur prior to the final approval. Teachers

are encouraged to share their new learning relative to the conference with their peers.

Section 13: Parent-Teacher Conferences

All teachers (including teachers who coach) will also be expected to attend Parent-Teacher Conferences unless pre-excused by the principal for cause. These conferences shall be limited as follows:

- 1) The total hours per school year will be no more than sixteen (16) hours;
- 2) Each conference session may be up to four (4) hours per day;
- 3) Each building will limit conference days to no more than six (6) days per year.
- 4) Teachers will be allowed a reasonable break, up to fifteen (15) minutes, each conference day.

The district will set dates for the parent-teacher conferences within the first two-weeks of the school year with teacher input to give teachers and parents adequate time to plan and to attend.

If the teacher (including teachers who coach) was present, the District will also compensate the eighteen (18) additional hours outside of contract hours (Meet the Teacher/Open House and Parent-Teacher Conferences) with two (2) teacher compensation days as designated on the calendar. Only teachers who fulfill the full eighteen hours by participating in these scheduled events will be eligible to receive the compensation days.

ARTICLE 6. TEACHER PERSONNEL FILE

During district business hours, a teacher shall have the right to review the contents of all personnel records (except those materials excluded from the definition of “personnel record” under the Bullard-Plawecki Employee Right to Know Act) maintained by the District pertaining to said teacher, with twenty-four (24) hours advance notice except in emergency situations where no notice is required. The teacher may choose to have a representative of the Association accompany him/her in such review.

ARTICLE 7. SENIORITY

Section 1: Definitions

- A. “Seniority” shall be defined as the length of continuous service in the bargaining unit, measured from date the Board of Education approves the contract of the teacher, not including extra- curricular service.
 1. A teacher on layoff shall continue to accrue seniority.
 2. Leaves of absence taken pursuant to the Family and Medical Leave Act shall not interrupt seniority and shall be included in its determination. Return from leave of absence may be denied where the returning teacher is subject to layoff under the terms of this Agreement.

3. Each year, prior to November 1, the Superintendent, or his/her designee, shall prepare a seniority list and transmit a copy of same to the President of the Harper Creek Education Association and post a dated copy in each building. The names of all teachers at the time of preparation of the seniority list shall be listed in order of their seniority, starting with the teacher having the greatest amount of seniority.

Each teacher's certification, major and minor fields and current assignments are to be included on this seniority list. The Association shall have thirty (30) days from the date of posting to allege any error or discrepancy in the seniority list. Otherwise, the list prepared by the Superintendent shall be conclusive.

In the event of ties in seniority, all teachers so affected will participate in a formal drawing to determine placement on the seniority list. The Association and bargaining unit members so affected will be notified, in writing, of the date, time, and place of the drawing. The drawing shall be conducted openly and at a time and place that will reasonably allow affected bargaining unit members and Association representatives to be in attendance. The formal drawing will be conducted as such:

1. The District shall write consecutive numbers on equal size paper and material
2. Each teacher will draw a number
3. The teacher who draws the #1 will be placed higher on the seniority list. The teacher who draws #2 will be placed after the teacher who draws #1 and so on until all teachers who were approved by the Board of Education on the same date have been placed on the seniority list.

- B. "Certification" is defined as holding all certificates, endorsements licenses and/or approvals required by law and Michigan Department of Education regulation to serve in the position assigned. Further, it is the teacher's responsibility to file such certificates, endorsements, licenses and/or approvals with the Board, and to ensure that the certification remains current.

A non-certified teacher meeting the requirements of Section 1233 b of the Revised School Code (or its successor provision) shall be considered to be a certified teacher for purposes of this contract, including application of standards of the discipline, serving a probationary period commensurate with that required under the Teachers' Tenure Act and all rights and responsibilities afforded by this contract, except where not permitted by law or regulation of the Michigan Department of Education.

The teacher shall provide written notice to the Board and Association of any change to his/her certificates, endorsements, licenses or approvals after the original filing of same with the District. This shall include notice

of any additional endorsements, certificates, renewals, approvals as well as expirations, revocations and any limitations thereon. The teacher shall further notify the Board and Association, in writing, in the event that he/she petitions the State Board of Education for nullification or limitation of his/her certificate, one or more endorsements thereon or a grade level certification appearing on the certificate.

C. "Qualification" shall be defined as:

1. Holding a major/minor appropriate to his/her assignment and meets all applicable legal certification standards

Section 2: Certification and Qualifications

- A. The Board discourages teachers from nullifying any endorsement on their teaching certificate. However, the Board acknowledges the right of the teachers to nullify such endorsements. The Board and the Association advise teachers who exercise this right that they may jeopardize and/or restrict their employment opportunities in the event of a reduction in work force (layoff). Any teacher who intends to nullify an endorsement shall provide the Superintendent of Schools and the Association with prior written notice of such intent to nullify his/her endorsement(s).
- B. Should a teacher seek to nullify or otherwise limit one or more endorsements or grade level certifications appearing on his/her certificate, the teacher, if tenured, will drop five (5) years from their current position on the seniority list. Their placement will be at the bottom of the said five years. If the teacher is non-tenured, they will be placed at the bottom of the seniority list below the least senior teacher.

Section 3: Fringe Benefits

Any layoff shall suspend for the duration of the layoff the Board's obligation to pay salary or fringe benefits under any individual contract of employment or under this Agreement. However, a teacher shall be eligible to receive fringe benefits which are earned, but not received, prior to layoff. The District shall provide annual insurance payments in the same proportion as actual service days to total scheduled service days during the academic year in which the layoff is implemented.

Any employee laid off may, upon application and at his/her option and expense, continue enrollment in health insurance programs to the extent available under COBRA. Such continuation of insurance benefits shall be contingent on prior payment by the employee of the applicable policy premiums.

ARTICLE 8. GRIEVANCE PROCEDURE

Section 1: Definitions

A grievance shall be defined as a claim by the Association that there has been a violation, misinterpretation, or misapplication of any express provision of Agreement.

Section 2: Knowledge of Grievance

A teacher who believes he or she has a grievance shall first discuss the matter with his or her principal personally or accompanied by an Association representative or Association officer within five (5) school days after the teacher has had knowledge or should have had knowledge of the occurrence of the event upon which the grievance is based. If the violation is recurring, the five (5) days shall begin at the start of the latest occurrence of the violation. It shall be the objective of both parties to resolve the matter in this informal manner. In the event the grievance is not settled in this manner, the following formal grievance procedure shall apply and there shall be no reference made in a teacher's personnel record as to any initiation of a grievance of said teacher.

Section 3: FIRST STEP

Any grievance that is not settled as set forth in Section 2 of this Article or those grievances submitted by the Association shall be submitted in writing on the form provided by the Association to the principal of the school in which the grievance arises (Appendix D). All grievances shall state the following:

1. The Article(s), Section(s), and subsection(s)/paragraph(s) of the agreement alleged to have been violated.
2. A summary of the specific facts giving rise to the grievance.
3. The date of the alleged violation and when the grievant became aware of the violation.
4. Specific relief requested.
5. All grievances shall be signed by the grievant or any officer of the Association when the Association files a grievance.

All grievances shall be submitted to the principal within three (3) school days after the informal meeting described in Section 2 above or the occurrence of the event upon which the grievance is based for those matters submitted by the Association.

The principal shall give a written answer to the aggrieved teacher or the Association within two (2) school days after receipt of the written grievance. If the answer is mutually satisfactory, the grievant shall so indicate on the grievance form, sign it and return a signed copy to the principal.

By mutual agreement of the Superintendent and HCEA Grievance Chairperson, grievances may be initiated at the Second Step (Superintendent level).

Section 4: SECOND STEP

If the grievance has not been settled in the First Step and if it is to be appealed to the Second Step, the grievant and/or the Association representative(s) shall notify the Superintendent in writing within six (6) school days after receipt of the

principal's First Step answer of the desire to appeal. If such written request is made, the Superintendent (or his/her designee) shall meet with the grievant and/or Association representative(s) within five (5) school days to consider the grievance. The Superintendent shall provide a written answer to the aggrieved teacher and to the Association representative(s) within five (5) school days after the date of this meeting. If the answer is mutually satisfactory, the Association shall so indicate on the grievance form, and sign it, and return a signed copy to the Superintendent.

Section 5: THIRD STEP

If the grievance has not been settled in the Second Step and if it is to be appealed to the Third Step, the Association shall notify the Superintendent in writing within five (5) school days after receipt of the Superintendent's Second Step answer of the desire to proceed to Michigan Employment Relations Commission (MERC) mediation. If such request is made, the parties shall contact MERC to promptly schedule mediation with a MERC mediator within ten (10) school days. If a resolution is reached at mediation, the resolution shall be reduced to writing.

Section 6: Arbitration

If the grievance has not been settled in the Third Step, the Association may submit the grievance, except as provided below, to arbitration provided such submission is made and served upon the District within ten (10) school days after the mediation meeting. These timelines may be extended if, by written mutual consent, both parties agree to use mediation to attempt to resolve the grievance.

- A. All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its Labor Arbitration Rules then obtaining within the time specified above and such rules shall govern the arbitration hearing. The arbitrator shall have no power or authority to alter, amend, add to, or subtract from the terms of this Agreement or to hear matters removed from the arbitrator's authority under this Agreement. Both parties agree to be bound by the award of the arbitrator and that the arbitrator's costs and those of the American Arbitration Association shall be borne equally between the parties.
- B. The arbitrator shall have no authority to rule upon the non-renewal or discharge of a probationary teacher or removal of a teacher from extra-duty positions.

Section 7: Failure to Meet Time Limits

Grievances which are not appealed within the time limits specified in the above grievance procedure shall be considered to be withdrawn by the grievant and/or the Association. If the Board fails to meet the time limits, the grievance shall automatically proceed to the next level in the procedure. The above grievance procedure affords the sole and exclusive remedy for complaints and grievances under the Agreement and the sole method of expression or communications of

a view, grievance, complaint, or opinion on any matter related to this Agreement.

Section 8: Time for Discussions of Grievance

The presentation and discussions of grievances provided for in this Article shall take place outside of the regular school hours except during the first two (2) steps of this procedure (Section 3 and 4 of this Article) which will be held during school hours so long as all persons involved could so meet without interference with their assigned duties.

Section 9: Time Limits/Vacations

Monday through Friday shall be considered “school days” during the summer recess in determining the time limits set forth above.

Section 10: Association Knowledge

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 not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

ARTICLE 9. SUBSTITUTE TEACHERS

Whenever a teacher is absent from school, for whatever purpose, reasonable efforts shall be made by the Administration to retain a qualified substitute, considering such factors as the availability of substitutes, the number of teachers absent, and the extent to which the District has received sufficient advance notice of teacher absence.

Regular teachers and counselors may be asked to substitute when sufficient non-bargaining unit per diem substitutes are not available. If they agree to substitute, they will be compensated under the options listed in Article 13, Section 7. Teachers and administrators shall cooperate in performing substitute services in the above circumstances.

ARTICLE 10. DISCIPLINE/STUDENT

Section 1: Mutual Commitment

The parties declare their mutual commitment to maintenance of control and student discipline. The Board and the Association recognize the maintenance of control and discipline in the classroom is a key ingredient in establishing an effective learning environment.

- A. The parties recognize the importance of teaching positive behavior and conflict resolution. However, a teacher may exclude a student for the

balance of the class period. If the student poses a safety risk or is extremely disruptive to the learning environment, the teacher will furnish the building administrator, as promptly as possible, a written summary of the full parameters of the incident. The parties recognize that special education students may not be excluded to the extent that such exclusion impacts the student's IEP, or otherwise violates state or federal laws.

- B. For persistent minimum offenses/ moderate offenses, teacher will submit in writing a summary of the purported misconduct to an appropriate building administrator. The building administrator shall have primary responsibility for issuing discipline, consistent with Board policies.
- C. For severe offenses, the District shall follow Board policy, state and federal law, with the intent of creating a safe learning environment for students and staff. Severe offenses that violate the law shall be reported to law enforcement immediately. The accused student shall immediately be removed from that staff member's classroom (i.e., classroom teacher/instructional paraprofessional) and/or caseload (e.g., social worker, psychologist, and/or counselor). Staff members who are assaulted by a student during the execution of his/her duties will be allowed necessary respite time before returning to their professional duties for the remainder of the school day.
- D. Consistent enforcement of disciplinary procedures will be administered when student misbehaviors warrant it. The teacher will have attempted to remedy student behavior problems through the use of documented disciplinary procedures prior to seeking administrative assistance, not including cases which may cause imminent danger. This documentation will be recorded on the referral form, which will be available in all buildings. Staff input shall be considered when administration makes disciplinary decisions.
- E. Administrative disciplinary decisions shall be communicated to the referring staff within forty-eight (48) hours following the written misbehavior referral provided the referral is made by the teacher on the day incident occurred or on the same day the teacher gained knowledge of the incident. These decisions may be emailed to referring staff. In the event that the referring teacher is dissatisfied with administrative discipline, the teacher may submit a written objection to the administrator who issued the discipline, within forty-eight (48) hours after receiving notice of the disciplinary determination.
- F. At the commencement of each school year, each building principal shall distribute to the staff written student disciplinary procedures, such

procedures to be in accordance with applicable provisions of the Michigan Revised School Code. Staff and administration shall be responsible for following and enforcing these procedures uniformly.

It is understood that the above disciplinary procedures are subject to revision. Until revisions are formally adopted, building administrators shall continue to use the current disciplinary procedures to maintain consistent expectations within each building. In the event of such revisions, teachers shall be given written notice of same.

Not later than April 1 annually the Association shall forward to the building principals, in writing, any recommendations for revisions of student handbooks for the forthcoming school year. Prior to the adoption of revised disciplinary procedures, the district shall share with teachers in each building for the purpose of gathering feedback and making necessary revisions. A meeting to discuss feasibility of recommended changes will be held with the teaching staff and building administration by June 1.

Section 2: Reporting Incident

- A. Any case of assault upon a teacher shall be promptly reported, in writing, to his/her building administrator. If a bargaining unit member is required to attend a legal procedure related to such incident, the member shall be granted paid leave for that purpose provided the bargaining unit member did not commit unprofessional conduct. Bargaining unit members acting within the scope of their employment responsibilities with respect to maintaining control and discipline of students shall be given support and assistance by the District.
- B. Any case of assault upon a staff member arising out of the performance of the staff member's professional responsibilities at school or school sponsored functions shall be promptly reported to the Board or its designated representative. Student placement will occur only after a safety plan has been put into place to protect staff to the satisfaction of all parties involved.

ARTICLE 11. SHARED TEACHING

Section 1: Definition

A teacher may, with District approval, share a job with another certified and qualified teacher.

Section 2: Application

Application to share a job shall be made prior to sixty (60) days before the beginning of a new semester of school.

Section 3: Seniority

Accumulated seniority and leave days shall be carried into the job-sharing arrangement, in full by all teachers involved.

Section 4: Responsibility and Benefits

Salary and benefits shall be prorated based on the percentage of working responsibilities. In the event such an arrangement is implemented during the school year, the sick leave accumulation shall be reduced proportionately for each participating teacher for the time period during which the arrangement is in effect.

Section 5: Board and Teacher Rights

The Board reserves the right to accept or reject any job-sharing request or the continuation thereof.

Section 6: Substituting

In the event one of the teachers agrees to substitute temporarily for his/her partner because the partner is temporarily absent, the substitute's pay shall be at the full per diem substitute rate. (NOTE: the full daily rate will be at the level set by the Board of Education for each year during the term of this contract. The intent is to remit to the teacher, who substitutes for his/her partner, a full day's substitute pay for one half day of instructional services.)

<h2>ARTICLE 12. LEAVES OF ABSENCE</h2>

Section 1: Sick Leave and Sick Leave Notification

- A. Bargaining unit members shall receive ten (10) sick days per work year. Bargaining unit members working a portion of a year will earn this benefit pro-rata. Unused sick days will accrue to a maximum accumulation not to exceed one hundred fifty (150) days. Sick days may be taken in half-day or full-day increments.
- B. A maximum of ten (10) days per school year may be used for all purposes covered by ESTA (Earned Sick Time Act) including a serious condition of the teacher's parents, current spouse or children. The definition of who qualifies as parents, current spouse and children shall be consistent with ESTA and the Family Medical Leave Act. A medical note verifying the absence must be provided if administration suspects abuse.

The employee may reserve up to ten (10) leave day for future usage not to run concurrent with FMLA (Family Medical Leave Act).

"Serious condition" shall be defined as: major surgery, hospitalization for illness or injury, illness or injury requiring the services of a physician and which the attending physician considers sufficiently serious to

require the employee to be present.

“Serious condition” shall not include: colds, sore throats, and minor illness except in the case of a minor dependent where the dependent is prohibited from attending school, daycare and other child care services.

- C. The following procedure for securing a substitute teacher shall be in effect in the Harper Creek Community School District:

The teacher shall notify the designated substitute service of the teacher’s absence, online or by phone before 6 a.m. (HS and MS) or 7 a.m. (Elementary). The teacher shall also notify their building administrator (or his/her designee) by phone contact, voicemail, email, or text message.

- D. Any teacher who is absent because of an injury or disease compensable under the Michigan Workers’ Disability Compensation Act and who has sufficient accumulated sick leave, shall have the right to receive from the Board the difference between the allowance under the Workers’ Compensation Law and the teacher’s regular salary for the duration of the illness, deductible from his/her accumulated sick leave. The teacher’s accumulated sick leave shall be charged proportionately for the salary differential. Example: if Workers’ Compensation benefits are equal to 60 percent of the teacher’s gross daily wage, the teacher’s sick leave shall be charged .4 (four-tenths) of one day for the differential.
- E. Each year, preceding the closing of school in June, each staff member shall receive from the Administration Office a statement of the teacher’s sick leave status; that is, the number of sick leave days used during the current year and the number remaining to the teacher’s credit at the time said statement is issued. The teacher must report any alleged errors within thirty (30) days after receipt of the statement. Otherwise, the statement shall be conclusive.
- F. Accumulated sick leave time shall terminate upon severance of employment.
- G. The Harper Creek Board will allow the transfer of up to a total of (seventy) 70 days from retired teachers’ personal sick banks to the HCEA sick bank.
- H. Members can contribute no more than two (2) days to each bank per year. See HCEA By-laws for guidelines and formula. The District assumes no responsibilities for such procedures or decisions related to the use of the sick bank leave.
- I. Employees shall be given a bonus for attendance.

If a teacher uses three (3) or less sick days during the school year, the District shall pay the teacher a \$500 bonus at the end of the school year.

If a teacher does not use any sick days, the District shall pay the teacher

an \$1000 bonus at the end of the school year.

Notification to receive the compensation bonus must be received in writing to the Business Office within five (5) business days after the last day of school.

Donations to the HCEA Sick Bank are not included in the bonus determination and cannot be used to disqualify an employee from receiving this bonus.

- J. Upon retirement members who have 100 sick days or more will receive a one-time stipend of \$5,000. There must be no documented unprofessional conduct in the previous year regarding sick days. Teachers acknowledge sick days should only be used for purposes as defined in the contract.

Section 2: Personal Leave

- A. Three (3) personal days per year shall be granted for purposes of personal leave. Generally, personal leave should be used in situations of emergency for purposes of conducting personal business which is impossible to conduct on weekends, after school hours, or during vacation periods.
- B. Teachers desiring to use personal leave shall notify Administration by a written form provided by the District at least two (2) school days in advance of anticipated absence, stating the day(s) to be used for personal leave. After the submission of the form, the teacher shall appropriately notify the substitute teacher service. In the case of an emergency, leave can be approved by the Superintendent or his/her designee.
- C. Personal leave shall not be granted on the opening or closing days of school, or on the day prior to and following a vacation period, unless an emergency exists, and utilization is approved by the building principal.
- D. A teacher shall not use personal leave days on consecutive work days except in the case of extenuating or unusual circumstances when the use has received the prior approval of the Superintendent or his/her designee.
- E. Unused personal leave shall be credited to the teacher's sick leave accumulation.

Section 3: Bereavement Leave

Not more than five (5) days bereavement leave may be used in the case of the death of parent, spouse, child, step-child, sister, brother or any other person living in the same residence or who is an IRS dependent of the employee. Not more than three (3) days bereavement leave may be used in the case of the death of a grandparent, grandchild, aunt, uncle, mother-in-law, father-in-law, brother-in-law, sister-in-law or person to whom employee was engaged to marry. Not more than one (1) day sick leave may be used in the case of the

death of any relative not listed. It is expressly understood that limitations mentioned are for each such occurrence.

Section 4: Military Leave

A military leave of absence shall be granted to any teacher who shall be inducted or shall enlist for military duty in any branch of the Armed Forces of the United States and consistent with the FMLA. Leave for military care giving and exigencies also shall be granted consistent with the FMLA. Upon return from such leave the teacher shall be entitled to re-employment as provided by State and/or Federal law.

Section 5: Court Appearances

A leave of absence may be granted a teacher called for jury duty service or where a teacher receives a subpoena for attendance at court in connection with the teacher's school job responsibilities. If the subpoena involves a non-school-related matter, a teacher may use up to one (1) leave day which shall not be charged against the teacher's credited leave accumulation. If the subpoena is continued by the Court or re-issued for more than one day, the teacher may use up to three (3) sick days for attendance at Court in such circumstances.

Leave shall not be available where the teacher has been subpoenaed to court in a matter where the teacher and/or Association are adverse parties to the School District and/or Board.

When leave is available under the above provisions, the Board shall pay an amount equal to the difference between the teacher's daily salary and the daily jury or witness fee (not including travel allowances or reimbursement of expenses) for each day on which the teacher reports for or performs jury duty or is subpoenaed into court and on which the teacher otherwise would have been scheduled to work. Such leave shall not be charged against the teacher's credited leave accumulation, except as otherwise specified above.

Section 6: Parental and Family Medical Leave

- A. An unpaid leave of absence shall be granted to a teacher for the purpose of child birth or the care of a new child into the family. The bargaining unit member must have worked for the District at least one year to qualify for this leave. Such leave shall be taken within the twelve (12) month period immediately following the birth or adoption of a bargaining unit member's child. The length of leave under this paragraph shall not exceed twelve (12) months, renewable at the discretion of the Board. The first twelve (12) weeks of this leave may run concurrently with FMLA leave, for eligible bargaining unit members.
- B. The District shall observe FMLA leave for all eligible bargaining unit members. The leave may be concurrent with paid leave. The leave year

shall be calculated on a rolling forward basis.

- C. Where a bargaining unit member, his/her spouse, child or parent has a serious health condition, an unpaid leave of absence shall be granted for a period of up to twelve (12) weeks, renewable at the discretion of the Board.
 - D. A teacher adopting a child (children) or having a child (children) placed with him/her for foster care purposes shall begin his/her leave at any time between entry of a court order awarding custody and twelve (12) months after the child arrives in the home. In order to provide continuity within the classroom between pupil and teacher, the teacher shall notify the Superintendent in writing of his/her desire to take leave under this Article. The letter requesting leave shall include the proposed commencement date of the leave and the date of return. Except in the case of an emergency, teachers shall give such notice at least thirty (30) days prior to the date on which the leave is to begin.
 - E. In the case of an adoption or foster care placement, a copy of the order awarding custody to the teacher shall be provided to the administration if requested in connection with a teacher's application for leave for those purposes. When leave is taken under this Article to care for a teacher's seriously ill spouse, child or parent, or due to the teacher's own serious health condition, the teacher will, upon administrative request, provide medical certification from a health care provider supporting the necessity for the leave.
- Teachers taking leave under this Article for medical and/or psychological reasons shall provide, at the Board's request, appropriate verification of the necessity for leave and the teacher's fitness to return to duty at the conclusion of the leave. The Board has the right to require that a second opinion (at the Board's expense) be obtained. If that opinion differs from that of the teacher's health provider, the health provider, the teacher and administration (in consultation with the Association, if requested by the teacher) shall mutually designate a third health provider whose opinion relative to leave eligibility or initial fitness to return to work shall be considered final and binding on the Board, teacher and Association. The cost of this examination shall be paid by the Board.
- F. A teacher who is disabled may continue in active employment provided he/she continues to perform his/her regular duties satisfactorily.
 - G. All or any portion of a leave taken by a teacher because of a medical disability connected with or resulting from her pregnancy may, at the teacher's option, be charged to her available sick leave in accordance with State and Federal laws.
 - H. The teacher shall, upon his/her return, be placed consistent with the FMLA on the salary schedule at the step attained prior to such leave. For purposes of this Agreement, restoration to a bargaining unit position for which the teacher is certified and qualified shall be considered as

restoration to an equivalent teaching position.

- I. The Board and the teacher agree to cooperate in scheduling commencement and return from leave at a time which minimizes disruption to the continuity of educational programming and service delivery.
- J. The Board of Education will continue premium payments for health care benefits up to twelve (12) weeks for a teacher who has been granted an unpaid leave under this section. The employee will still be responsible for their share of their premium contribution. If the teacher fails to return from leave at its expiration (except in the event of the continuance, onset or recurrence of a serious health condition of the teacher or other circumstances beyond the teacher's control), the Board shall have the right to recover all premium payments made during the unpaid leave interval with the exception of those premium payments attributable to the use or substitution of paid leave. These amounts may permissibly be deducted from any wage or other payments due the teacher, with any deficiency to be remitted by the teacher to the Board within five (5) days of demand.
- K. The Board may hire substitute teachers to replace bargaining unit members granted leaves under this section.

Section 7: Voluntary Leave

- A. A tenure teacher may be allowed to take an unpaid voluntary leave for a period not to exceed one (1) year without loss or gain in seniority. Such leave must be in accordance with Article 7-Reduction in Staff.
- B. The Board agrees to provide for unpaid voluntary leave with the stipulation that there be no financial obligation as related to salary or fringe benefits while such person is on leave and provided that a certified and qualified replacement is available to ensure that the quality of student instruction would not be diminished.
- C. It is agreed that the teacher may continue his/her insurance coverages during the leave by paying premiums to the District in accordance with the District's policies and time lines, to the extent permitted by the respective carriers.
- D. Requests for leave must be in writing and received not less than ninety (90) calendar days prior to the commencement of the leave, except in emergency situations where the Superintendent may approve the leave on shorter notice.

Section 8: Political Leave

The Association and District will follow the requirements of Act 169 of

Section 9: Sabbatical Leave

- A. The Board may grant yearly sabbatical leaves at one-half ($\frac{1}{2}$) salary for two (2) tenure teachers who wish to pursue graduate work on a full-time basis, not to exceed one (1) year in duration. Where the Board is required to grant a sabbatical leave in accordance with Section 1525 of the Revised School Code or its successor provision, there shall be no obligation to continue the salary or other compensation of the teacher. Where a teacher takes sabbatical leave under Section 1525 of the Revised School Code, the Board shall consider allocating a stipend for the instructor from professional development funds.
- B. A teacher, upon return from a sabbatical leave, shall be restored to his/her former position, or to a position on the salary schedule, as he/she would have been, had the teacher taught in the District during such period. All teachers who accept sabbatical leaves shall agree to work in the District the school year following the sabbatical leave.
- C. Sabbatical leaves shall be granted only at the discretion of the Board of Education on the recommendation of the Superintendent.

Section 10: Planned Leave

If school is closed due to any reason and a teacher had a planned leave day scheduled, the teacher will not be charged for the leave day requested.

ARTICLE 13. SALARY SCHEDULES

Section 1:

Any bargaining unit non-K-12 teachers (counselor/non-teaching positions) shall be placed upon the BA or MA salary column (as appropriate to their degree and credit status) with a maximum placement to their credited teaching experience).

2025-2026

All teachers move up one step

Old step 2 is Step 1, Step 13 added as new Step 12, & *Add \$500 to all steps

Step	BA	MA	PhD/EDD
1	\$45,483	\$47,046	\$49,247
2	\$46,757	\$48,653	\$51,006
3	\$48,031	\$50,261	\$52,765
4	\$49,795	\$52,383	\$55,064
5	\$52,112	\$54,979	\$57,788
6	\$54,488	\$57,691	\$60,638
7	\$57,210	\$60,543	\$63,640
8	\$60,143	\$63,217	\$66,788
9	\$63,155	\$66,676	\$70,088
10	\$66,256	\$69,967	\$73,547
11	\$72,714	\$73,432	\$77,186
12	\$74,714	\$80,660	\$85,060
13		\$82,660	\$87,060
20	\$76,714	\$84,660	\$89,060

2026-2027**All teachers move up one step****Step 20 is moved to Step 14. \$1,500 increase per step.**

Step	BA	MA	PhD/EDD
1	\$46,983	\$48,546	\$50,747
2	\$48,257	\$50,153	\$52,506
3	\$49,531	\$51,761	\$54,265
4	\$51,295	\$53,883	\$56,564
5	\$53,612	\$56,479	\$59,288
6	\$55,988	\$59,191	\$62,138
7	\$58,710	\$62,043	\$65,140
8	\$61,643	\$64,717	\$68,288
9	\$64,655	\$68,176	\$71,588
10	\$67,756	\$71,467	\$75,047
11	\$74,214	\$74,932	\$78,686
12	\$76,214	\$82,160	\$86,560
13		\$84,160	\$88,560
14	\$78,214	\$86,160	\$90,560

2027-2028**All teachers move up one step****\$1,500 increase per step.**

Step	BA	MA	PhD/EDD
1	\$48,483	\$50,046	\$52,247
2	\$49,757	\$51,653	\$54,006
3	\$51,031	\$53,261	\$55,765
4	\$52,795	\$55,383	\$58,064
5	\$55,112	\$57,979	\$60,788
6	\$57,488	\$60,691	\$63,638
7	\$60,210	\$63,543	\$66,640
8	\$63,143	\$66,217	\$69,788
9	\$66,155	\$69,676	\$73,088
10	\$69,256	\$72,967	\$76,547
11	\$75,714	\$76,432	\$80,186
12	\$77,714	\$83,660	\$88,060
13		\$85,660	\$90,060
14	\$79,714	\$87,660	\$92,060

The parties agree that if during the time period of this contract the audited fund balance ever falls below 8.5%, that reductions to the Salary Schedule or other HCEA costs will be negotiated and will be enacted to maintain an 8.5% fund balance. HCEA concessions will be limited to the HCEA percentage of the District's wage and benefit expenses. Example: if HCEA wages and benefits equals 50% of the District's total wages and benefits, and the district is \$100,000 short of maintaining an 8.5% fund balance, the HCEA concessions will be limited to \$50,000.

Section 2: Longevity

15-20 years of experience within the district is 1.5% of BA Step 1
21-25 years of experience within the district is 2% of BA Step 1
26-30 years of experience within the district is 2.5% of BA Step 1
31+ years of experience within the district is 3% of BA Step 1

Years of Service	Longevity Payout
15-20	1.5%
21-25	2%
26-30	2.5%
31+	3%

Section 3: Conditions for Vocational Teacher Placement

To be placed upon the BA scale a vocational teacher without a bachelor's degree must have earned a vocational certificate.

Section 4: Payment Schedule

Every teacher may elect to receive his/her annual salary in 21 equal payments or 26 equal payments. Due to calendar variations, certain school years may result in twenty-two (22) or twenty-seven (27) pay periods. In such instances, the salary will continue to be distributed in equal installments, and the number of pays will be adjusted accordingly to maintain compliance with annual salary totals.

Teachers shall make a written election between June 15 and August 1 to be paid over equal pays in the next succeeding school year. Once made that choice shall be irrevocable unless revoked in writing during the above election window for a succeeding school year. Teachers who do not have a written election on file with the business office shall be paid over twenty-one (21) pays.

In the event of a verified overpayment of wages or benefits under the terms of this agreement, the bargaining unit member will make prompt repayment to the District. In the event the bargaining unit member fails to make the repayment, the district may payroll deduct the overpayment as a condition of this contract pursuant to the authority set forth in MCL 408.477 in a fair and negotiated way.

Section 5: Coaches' Salaries

- A. Evaluations of coaches shall be done in terms of specific dates, assignments, and expectations as specified in the Harper Creek Athletic Handbook adopted by the Board of Education on June 7, 1987, a copy of which shall be provided to each coach. Completed evaluations will be given to coaches not later than six (6) weeks after the conclusion of regular or post-season play, at which time the coach will be informed of his/her renewal or non-renewal.
- B. Any teacher may apply for a vacant coaching position. In filling the position, however, the District shall consider qualifications, attainments, and other relevant factors, including service in the School District as well as applicants from outside the School District. If two or more applicants are equal in the above selection factors, in the judgment of the District, preference shall be given to certified staff.
- C. Coaches' pay shall be made over the duration of their respective assignments. Each paycheck stub shall indicate the amount of coaching pay received in that pay period.
- D. The Schedule for coaches shall be at the following rates.

Coaches	Rate
Athletic Director – Middle School	\$5,003
Baseball – JV	\$3,275
Baseball – Varsity	\$5,460
Basketball - Boys 7 th	\$2,640
Basketball - Boys 8 th	\$2,640
Basketball - Boys 9 th	\$4,365
Basketball - Boys JV	\$4,365
Basketball - Boys Varsity	\$7,280
Basketball - Girls 7 th	\$2,640
Basketball - Girls 8 th	\$2,640
Basketball - Girls 9 th	\$4,365
Basketball - Girls JV	\$4,365
Basketball - Girls Varsity	\$7,280
Competitive Cheer – Varsity	\$7,280
Competitive Cheer – JV Coach	\$4,365
Competitive Cheer – Middle School	\$2,640
Cross Country	\$5,460
Cross Country Asst.	\$3,275
Cross Country – Middle School (2 coaches)	\$2,640/coach
Football – Freshmen (2 coaches)	\$4,365/coach
Football – JV (2 coaches)	\$4,365/coach

Football - Varsity Assistant (2 coaches)	\$4,365/coach
Football – Varsity	\$7,280
Golf – Boys	\$5,005
Golf - Boys - JV coach	\$1,000
Golf – Girls	\$5,005
Golf – Girls – JV coach	\$1,000
Lacrosse Coach	\$5,460
Lacrosse Asst. Coach	\$3,275
Soccer JV	\$3,275
Soccer - Varsity Girls	\$5,460
Soccer - Varsity Boys	\$5,460
Softball – JV	\$3,275
Softball – Varsity	\$5,460
Swimming – Boys	\$7,280
Swimming/Diving Asst. – Boys	\$4,365
Swimming – Girls	\$7,280
Swimming/Diving Asst. – Girls	\$4,365
Swimming – Middle School (Two coaches if more than 25 students)	\$2,640/coach
Tennis - JV (Girls/Boys)	\$3,275
Tennis - Boys Varsity	\$5,005
Tennis - Girls Varsity	\$5,005
Tennis – Middle School (Two coaches if more than 25 students)	\$2,640/coach
Track - Boys Middle School (Two coaches if more than 25 students)	\$2,640/coach
Track - Girls Middle School (Two coaches if more than 25 students)	\$2,640/coach
Track - Boys Assistant	\$3,275
Track - Girls Assistant	\$3,275
Track - Boys Varsity	\$5,460
Track - Girls Varsity	\$5,460
Volleyball – 7th (Two coaches if more than 25 students)	\$2,640/coach
Volleyball – 8th (Two coaches if more than 25 students)	\$2,640/coach
Volleyball – Freshman	\$4,365
Volleyball – JV	\$4,365
Volleyball – Varsity	\$7,280
Wrestling – Middle School (Two coaches if more than 25 students)	\$2,640/coach

Wrestling – JV	\$4,135
Wrestling – Varsity	\$7,280

Coaching Longevity: Coaches with at least 5 continuous years of service in a singular coaching position will be provided a longevity payment as follows:

- 5-9 years of service: \$225 in addition to the rate above
- 10-14 years of service: \$550 in addition to the rate above
- 15+ years of service: \$675 in addition to the rate above

Section 6: Extra Duty Assignments

Non-athletic extra assignments shall be paid on the following basis:

- A. The salary computation for Extra-Duty assignment shall be at the following rates.

Titles	Rate
Band Concerts and Programs Senior High	\$6,825
Senior High Assistant/Color Guard	\$2,275
Jazz Band	\$1,365
Middle School	\$3,640
Class Advisors Senior	\$1,365
Junior	\$1,250
Dramatics Senior High Middle School	\$3,185
	\$2,730
Musical Coordinator, Senior High	\$4,550
Musical Assistant(s): Senior High	\$7,000 total
Vocal Concerts and Programs Senior High Middle School	\$4,550
Elementary-up to 2 Programs	\$2,730
	\$570/each
Pom Pom Advisor	\$2,500
National Honor Society/ Sponsor Senior High	\$2,960
Junior - Middle School	\$2,275
Sideline Cheerleading Supervision High School	\$4,370
4 th Grade Zoo if planning not given & paid for lunch	50/day
Sixth Grade Camp Staying Overnight and Riding Bus	\$215/day
Sixth Grade Camp Without Staying Overnight	\$50/day
Student Senate Advisor	\$2,730
Year Book Advisor (Elementary/Secondary)	\$3,640
Summer School Certified Teacher	\$40/hour
Credit Recovery	\$35/hour
DCC/Department Group Chairperson	\$1,365
DECA	\$2,275

Student of the Month High School	\$500
Middle School Bridge Building	\$1,820
Robotics High School	\$3,640
Middle School	\$1,820
Kindergarten Roundup	\$55 per night per teacher with a maximum of 4 teachers per building per night.
Testing Incoming Kindergarten students	\$25/hour
Senior Social Studies Coordinator	\$455
Photographer/ Videographer	\$1,820
LINKS/WEB	\$910
Counselors (MS/HS)	\$40 per hour for outside contractual work days with principal pre- approval
Game Management	
HS (1-Fall; 1 Winter; 1 Spring)	\$20/hour
MS (1-Fall; 1 Winter; 1 Spring)	\$20/hour

- B. Extra-assigned duties (non-athletic) that do not go a full school year will be paid at the end of the assignment. If the assignment goes a full school year, the advisor shall have the option of having the payment spread over his/her pay periods or receiving one lump sum at the end of the school year.
- C. Teachers must request payment in writing through their administrator for services rendered. The administrator shall notify the payroll department, in writing, as soon as request is received.
- D. Inclusion of position on the schedule does not require District to fill the position.

Section 7. Substitution Rates

At the beginning of each school year each teacher shall make an irrevocable election to be compensated for substitution work, under Option A or Option B as provided below:

OPTION A: Teachers shall be reimbursed at a rate of \$55/hour for teaching at the request of the principal for an absent teacher.

When a class of students normally assigned to an absent teacher is divided among other teachers, the amount involved for substituting shall be apportioned among those teachers and will then be paid according to Option A or Option B.

OPTION B:

Teachers shall be reimbursed by compensatory time for substituting, at the request of the principal, for an absent teacher.

1. **High School** - Teachers will be granted one (1) compensatory period for each instructional period of substituting. When three (3) compensatory periods have been accumulated, one (1) compensatory day will be granted.
2. **Middle School** - One (1) compensatory period will be granted for each period of substituting. When two hundred seventy (270) minutes have been accumulated, one (1) compensatory day will be granted.
3. **Elementary** - Teachers who are not relieved due to the absence of a special teacher or who substitute for other teachers in addition to supervising their own classes shall be granted compensatory time. When three hundred sixteen (316) minutes of compensatory time are earned, one (1) compensatory day will be granted. This shall not apply if the special class is rescheduled within ten (10) working days.

When a class of students normally assigned to an absent teacher is divided among other teachers, the compensatory time involved for substituting shall be apportioned among those teachers.

Teachers desiring to use compensatory days shall notify the administration at least two (2) days in advance of anticipated absence stating the day(s) to be used for compensatory leave. Compensatory leave shall not be granted on the opening or closing days of school or on the days prior to and following a vacation, holiday or recess period. The administration reserves the right to limit the number of teachers taking compensatory time on a given day, considering the availability of substitutes.

Any unused compensatory time shall be paid at the conclusion of a school year under the formula specified in Option A. Compensatory time shall not be used in less than $\frac{1}{2}$ day increments and shall not be carried forward from year to year.

Section 8: Experience Outside of District

Newly hired teachers may be allowed a credit for experience outside the District, within the sole discretion of the Board. Experience other than teaching experience which makes an employee more valuable than a beginning teacher may be credited within these experience limitations. Within one calendar month, the Association will be notified of such hiring and the rationale for that employment based on non-teaching years considered as experience.

Section 9: Degree Status Change

When a teacher shall have attained the next higher degree and shall have provided the Board of Education with evidence of this fact, the teacher shall be placed on the salary column which reflects the new degree at the opening of the next succeeding semester (this is to be prorated). Written notification of intent to be graduated shall be given to the Human Resources Department not later than November 10 to receive payment for second semester, and not later than July 15 to receive payment for succeeding school year.

Section 10: Check Stub Identification

The stubs attached to pay checks shall identify all deducts using either the code presently appearing on the stub or other identification.

Section 11: Tuition Reimbursement

The District will reimburse teachers at the rate of three hundred fifty dollars (\$350) per credit hour, with maximum annual reimbursement for six (6) credit hours for each successfully completed class according to the following conditions:

1. Teachers enrolled in a university approved degree program will submit, in advance, to the Superintendent (or designee) for his/her approval, a list of the required courses for the program as well as the estimated time for completion of the degree. Teachers enrolled in an approved degree program must also obtain advance approval from the Superintendent (or designee) for elective courses within the program as well as any courses that are substituted for the originally approved required courses.
2. Teachers not enrolled in an approved degree program must submit individual courses for advance approval to the Superintendent (or designee).
3. Teachers shall not be eligible to receive tuition reimbursement for classes completed during the summer months until September and on the further condition that the teacher has returned to work in the District for the school year immediately ensuing the summer during which the classes were completed.

The total expenditure for tuition reimbursement shall not exceed \$18,000 each school year.

Tuition requests made by administration will not be deducted from the tuition reimbursement allocation.

Section 12: Retirement Notice

Employees who are eligible to retire in accordance with the Michigan Public School Employees Retirement System and submit a letter of intent to retire at

the end of the current school year or at the end of first semester of the following school year shall receive a one-time retirement incentive of \$1500.

Letters of intent to retire must be received in the Superintendent’s Office by 4:00 pm on March 1. The one-time lump sum payment will be paid on the 1st pay in June.

Section 13: Special Education Stipend

Special education teachers in positions approved by ISD (including ISD approved teacher consultants) will receive a \$500 lump sum payment, less normal withholdings by December 1 each contract year and a \$500 lump sum payment, less normal withholdings by June 15 each contract year.

ARTICLE 14. INSURANCE

Section 1: Health

Starting January 1, 2026, the Board agrees to contribute to ~~provide~~ the premium payments to MESSA for the following levels:

- \$661.84/month single subscriber
- \$1,384.12/month two-person subscriber
- \$1805.03/month full family subscriber

These contributions will increase to the maximum extent allowed by the state hard cap. If no hard caps exist, they will increase by the percentage increase in the insurance premium, up to a maximum of 3%.

- Delta-Dental Plan

Class I (Diagnosis & Prevention).....	100%	Class II (Basic Services).....	80%
Class III (Major Services).....	80%	Class IV (Orthodontics).....	80%
Annual Max	\$1,500	Lifetime Max	\$3,000
Riders	2 cleanings/year		

- Vision-VSP 3G
- Negotiated Life Insurance of \$45,000
- LTD (Long Term Disability) (66 2/3% Max \$6000/month 90 CDMF (Calendar Day Modified Fill))

A. **With Medical MESSA APA (Area Purchasing Agreement)**

B. **Without Medical** Employees must provide proof of medical coverage meeting ACA requirements.

Cash in lieu of \$450 per month

The Board will administer a **Cafeteria Plan** under Section 125 of the Internal Revenue Code.

It is the responsibility of each eligible bargaining unit member to comply with all requirements for eligibility, enrollment and coverage specified in the Cafeteria Plan and/or by any insurance carrier, insurance policyholder or third-party administrator pertaining to the underlying benefits set forth in the Cafeteria Plan. These responsibilities shall include, but shall not be limited to, initial enrollment, benefit election, and submission of all information necessary for claims processing and/or claims administration. The Board agrees to reopen health care cafeteria reimbursement accounts of each employee in this bargaining unit, to the extent authorized by law, to withhold additional wages for medical expenses, if required.

In the event that an eligible bargaining unit member waives available coverage(s) under the Cafeteria Plan and thereby elects to receive additional compensation under PAK-B, pursuant to the terms of the Plan, any direction of that compensation to a tax-deferred annuity under Section 403(b) of the Internal Revenue Code or within the meaning of Section 1224 of the Revised School Code shall be regarded as a voluntary and elective contribution made by the teacher through salary reduction.

- C. All amounts higher than the employer contributions are the responsibility of the enrolled employee and will be payroll deducted from wages according to employee's health insurance subscriber status i.e. Single, 2-Person, or Family.
- D. The District will load the employee's respective deductible for HSA plans on January 1 of each year. An employee may choose to decline the District loaded deductible by giving written notification to the Business Office Manager by December 1. If an employee does not work a full insurance year, that employee shall return prorated portions of months not worked in a reasonable timely manner. If the employee fails to do so, amounts owed may be deducted from the employee's final paycheck, consistent with the law.
- E. Regular part-time teacher may select any of the foregoing programs for which they are eligible, in accordance with the rules of the carrier and policyholder. The District shall make premium contributions, in that event, prorated in proportion to the amount of time working in relation to a full-time assignment.

In order to participate in any of the foregoing programs, the part-time teacher must provide the District with a written payroll deduction authorization for the excess premium cost over the District's contribution as specified above.

Premium amounts which are the responsibility of the bargaining unit

member shall be payroll deducted from the wages of that individual.

- F. Any and all disputes regarding coverage and claims processing with respect to the foregoing insurance plans shall be solely between the eligible bargaining unit member and insurance carrier, policyholder and/or third-party administrator. Any disputes relative to the administration and/or operation of the Cafeteria Plan shall be resolved in conformance with the Claims Procedure section of that Plan.

It is agreed that the sole obligation of the Board shall be to make such premium payments required under this Article and other payments as may be authorized by the Cafeteria Plan during the period of a bargaining unit member's eligibility for participation in that Plan and for fringe benefit plan enrollment under this Agreement.

Section 2: Annuity

The Board shall allow a teacher to enroll in a tax-deferred annuity plan through payroll deduction, pursuant to section 403(b) of the Internal Revenue Code, as amended. (Said plan to be in accordance with the underwriting carrier's rules and regulations.)

ARTICLE 15. WORK STOPPAGE

In accordance with Section 1 of Public Act 336 of 1947, State of Michigan, as amended, and in keeping with the high standards of the profession, the Association agrees that upon execution of this Agreement it shall refrain from any work stoppage directly or indirectly for any purpose.

ARTICLE 16. MISCELLANEOUS

Section 1: Board of Education Policies

This Agreement shall prevail over any policies of the Board which conflict with its express terms.

Section 2: Contract Review

Within forty-five (45) school days of the ratification of this Agreement the building principals, Association building Representatives and central office administrators shall meet with the Superintendent and the President of the Association for the purpose of reviewing contract language different from the previous Agreement.

ARTICLE 17. CALENDAR

Section 1: Appendix A

Calendars for 2025-2026, 2026-2027, 2027-2028 are listed in Appendix A.

Section 2: Last Day of In-service

One in-service day at the beginning of each school year shall be for teacher's work in the classrooms, Association Business.

ARTICLE 18. DURATION

Section 1: Contract Time Lines

This Agreement shall be effective upon ratification and shall continue in full force and effect until the 30th day of June, 2028. This Agreement may be reopened by mutual consent of the Association and the Board of Education.

Section 2: Conformity to Law

If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 3: Emergency Manager

An emergency manager appointed under the Local Financial Stability and Choice Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Financial Stability and choice Act, 2012 Public Act 436.

Witness to Agreement

**Harper Creek Education
Association, MEA/NEA**

Sandy Paesens

Sandy Paesens
MEA UniServ Director

Shannon Graves

Shannon Graves
HCEA Chief Negotiator

**Harper Creek Board of
Education**

Robert Ridgeway
Robert Ridgeway
Superintendent

Beau Bess

Beau Bess
Board of Education President

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AL 914-855

2026-2027 Calendar - Harper Creek Community Schools

Jul-26										Days
M	T	W	Th	F						
		1	2	3						
6	7	8	9	10						
13	14	15	16	17						
20	21	22	23	24						
27	28	29	30	31						

Aug-26										Days
M	T	W	Th	F	S					
3	4	5	6	7	8	9				
10	11	12	13	14	15	16				
17	18	19	20	21	22	23				
24	25	26	27	28	29	30				
31										

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

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

First Day for Students		8/19/2026
Last Day for Students		6/3/2027
Key		
Staff Meetings/Teacher Work Time		
Early Dismissal Student / Full Day Staff with PLC Time		
Comp Day for Teachers		
PD - All Day/No Classes		
Students/Teachers A.M only		
No School		

	Nov-26								Days
M	T	W	Th	F	S			17	
2	3	4	5	6	T			18	
9	10	11	12	13	EPD	1			
16	17	18	19	20	SPD	1.5			
23	24	25	26	27	ST	66			
30					TT	70			
					EPD	2			
					SPD	2.5			

	Dec-26								Days
M	T	W	Th	F	S			14	
	1	2	3	4	T			14	
	7	8	9	10	11	EPD	0		
	14	15	16	17	18	SPD	0		
	21	22	23	24	25	ST	80		
	28	29	30	31		TT	84		
						EPD	2		
						SPD	2.5		

	Jan-27								Days
M	T	W	Th	F	S			19	
				-1	T		20		
	4	5	6	7	8	EPD	2		
	11	12	13	14	15	SPD	1		
	18	19	20	21	22	ST	99		
	25	26	27	28	29	TT	104		
						EPD	4		
						SPD	3.5		

	Feb-27								Days
M	T	W	Th	F	S			19	
1	2	3	4	5	T		20		
8	9	10	11	12	EPD	0			
15	16	17	18	19	SPD	0.5			
22	23	24	25	26	ST	118			
						TT	124		
						EPD	4		
						SPD	4		

					Elm - Trimesters			
Age: 19 - Nov. 5			53				T1	
Nov. 9 - Feb. 12			56				T2	
Feb. 16 - June 3			71				T3	
			180					

	MS - Quarters			
1/2 Day Students/Elem PD/Secondary Records Day				
1/2 Day Students/Staff PM Records				

Mar-27										Days	
M	T	W	Th	F	S					M	T
1	2	3	4	5	T	20					
8	9	10	11	12	EPD	1				5	6
15	16	17	18	19	SPD	1				12	13
22	23	24	25	26	ST	137				19	20
29	30	31								26	27
										TT	144
										EPD	5
										SPD	5

Apr-27										Days	
M	T	W	Th	F	S					M	T
			1	2	T	20					
										5	6
										12	13
										19	20
										26	27
										TT	164
										EPD	5
										SPD	5

May-27										Days	
M	T	W	Th	F	S					M	T
3	4	5	6	7	T	20					
10	11	12	13	14	EPD	0				17	18
17	18	19	20	21	SPD	0				24	25
										31	
										TT	184
										EPD	5
										SPD	5

Jun-27										Days	
M	T	W	Th	F	S					M	T
	1	2	3	4	T	3					
										7	8
										14	15
										21	22
										28	29
										TT	187
										EPD	5
										SPD	5

Oct. 20 - Jan. 15		50	Q2
Jan. 19 - Mar. 19		43	Q3
Mar. 22 - June 3		47	Q4
		180	

HS - Semesters		90	S1
Aug. 19 - Jan. 15		90	S1
Jan. 19 - June 3		90	S2
		180	

Student Days		

Meet the teacher night will be: **Secondary** on 8/17/2026 and **Elementary** on 8/18/2026, both from 5-7 P.M.

Conferences will be determined by building Admin in conjunction with the contract, but must be held between Oct. 5 and Oct. 15, and also between Feb. 1 and Feb. 11.

^a Day 17 Hours Flexible/Asynchronous PD Completed between July 1, 2026 and March 25, 2027. (This day is calculated in the March totals for calendar accounting purposes.)

Elem.		MS		HS	
Staff Hours	8:15-3:50	Staff Hours	7:20-3:05	Staff Hours	7:25-3:10
Student Hours Full Day	8:50-3:45	Student Hours Full Day	7:40-2:40	Student Hours Full Day	7:45-2:50
Student Hours 1/2 Day	8:50-12:00	Student Hours 1/2 Day	7:40-10:43	Student Hours 1/2 Day	7:45-10:50
Student Hours Early Release	8:50-2:35	Student Hours Early Release	7:40-1:30	Student Hours Early Release	7:45-1:40
PLC Time	2:50-3:50	PLC Time	1:45-2:45	PLC Time	2:10-3:10

7-14-25

7-14-25

7-14-25

Professional Development									
	8/17	11/5	11/6	11/4	11/5	11/6	21/2	Flex	Total
EL	1	0	1	0.5	0.5	1	0	1	5
Sec	1	0.5	1	0	0	1	0.5	1	5
PD Full Day = 7.0 Hours PD 1/2 Day = 3.5 Hours									

50

Nov-27										Days
M	T	W	Th	F	S	S	S	S	S	
1	2	3	4	5	T	19				
8	9	10	11	12	EPD	1				
15	16	17	18	19	SPD	1.5				
22	23	24	25	26	ST	67				
29	30				TT	71				
					EPD	2				
					SPD	2.5				

Dec-27										Days
M	T	W	Th	F	S	S	S	S	S	
		1	2	3	T	13				
6	7	8	9	10	EPD	0				
13	14	15	16	17	SPD	0				
20	21	22	23	24	ST	80				
27	28	29	30	31	TT	84				
					EPD	2				
					SPD	2.5				

Jan-28										Days
M	T	W	Th	F	S	S	S	S	S	
3	4	5	6	7	T	21				
10	11	12	13	14	EPD	2				
17	18	19	20	21	SPD	1				
24	25	26	27	28	ST	100				
30					TT	105				
					EPD	4				
					SPD	3.5				

Feb-28										Days
M	T	W	Th	F	S	S	S	S	S	
1	2	3	4	T	21					
7	8	9	10	11	EPD	0				
14	15	16	17	18	SPD	0.5				
21	22	23	24	25	ST	120				
28	29				TT	126				
					EPD	4				
					SPD	4				

1/2 Day Students/Elem PD/Secondary Records Day		1/2 Day Students/Staff PM Records	
Aug. 18 - Nov. 4	53	T1	
Nov. 8 - Feb. 18	61	T2	
Feb. 22 - June 1	66	T3	
	180		

MS - Quarters	

Meat the teacher night will be: Secondary on 8/16/2027 and Elementary on 8/17/2027, both from 5-7 PM.

Conferences will be determined by building Admin in conjunction with the calendar, but must be held between Sept. 27 and Oct. 7, and also between Feb. 7 and Feb. 17.

*1 Day (1 Hour) Flexible/Asynchronous PD Completed between July 1, 2027 and March 23, 2028. (This day is calculated in the Mard' trials for calendar accounting purposes.)

Elem.		MS		HS	
Staff Hours	8:15-3:50	Staff Hours	7:20-3:05	Staff Hours	7:25-3:10
Student Hours Full Day	8:50-3:45	Student Hours Full Day	7:40-2:40	Student Hours Full Day	7:45-2:50
Student Hours 1/2 Day	8:50-12:00	Student Hours 1/2 Day	7:40-10:43	Student Hours 1/2 Day	7:45-10:50
Student Hours Early Release	8:50-2:35	Student Hours Early Release	7:40-1:30	Student Hours Early Release	7:45-1:40
PLC Time	2:50-3:50	PLC Time	1:45-2:45	PLC Time	2:10-3:10

PL 7-14-25

PL 7-14-25

Professional Development									
	8/17	11/14	11/15	1/13	4/14	4/17	2/18	Flex	Total
EL	1	0	1	0.5	0.5	1	0		5
Sec	1	0.5	1	0	0	0.5	1		5
PD Full Day = 7.0 Hours PD 1/2 Day = 3.5 Hours									

Appendix B – Grievance Form
Harper Creek Education Association, MEA/NEA
GRIEVANCE FORM

Grievance # _____

I. School Building

Beadle Lake Sonoma Wattles Park Middle School High School

II. Date Incident Occurred _____

III. Contract violation (identify the article, section, and subsection of contract violation)

Article _____ **Section** _____ **Subsection** _____

Summarize the specific facts of the grievance (who did what? Where? When did the grievant become aware of the violation?)

•

IV. Relief Sought (indicate exactly what solution will resolve this grievance? Payment for extra duties? Change in policy?:

•

V. Signature of Association Representative and/or grievant with date

Association Representative/Grievant

Date

VI. STEP ONE:

A. Date of Filing _____

B. Disposition of Principal:

C. Signature of Principal _____ Date: _____

VII. STEP TWO: Appeal

A. Date of Filing _____

B. Disposition of Principal:

C. Signature of Superintendent _____ Date: _____

VIII. STEP THREE: Appeal to MERC Mediation (Michigan Employment Relations Commission)

A. Date of Filing _____

B. Disposition of MERC:

C. Signature of MERC Mediator _____ Date: _____

IX. STEP FOUR: Arbitration

A. Date of Filing _____

B. Disposition of Arbitrator:

C. Signature of Arbitrator _____ Date: _____

Appendix C – Teacher Discipline

1. Concerning teacher discipline, the parties agree as follows:
 - For tenured teachers, consistent with the Teachers' Tenure Act, discipline may only be issued for non-arbitrary or capricious reasons and the parties subscribe to the concept of progressive discipline as required by law. Disciplinary measures should include remedial training where appropriate. The district reserves the right to apply disciplinary measures consistent with the severity of the infraction.
 - Any specific complaint toward a teacher, which warrants investigation, shall be called to the teacher's attention. Complaints not resulting in discipline will not be placed in the employee's personal file.
 - All discipline will be in writing and placed in an individual's personnel file, and the teacher will be forwarded a copy.
 - Probationary teachers cannot grieve discipline. Tenured teachers may only grieve discipline up to arbitration.
 - Employees shall have full Weingarten Rights. New hires and teachers will be notified of their Weingarten Rights annually.

Appendix D – Placement, Layoff, Recall, and Evaluation of Teacher of Record

Decisions about placement, reduction/recall, and evaluation of a "teacher" under Revised School Code Section 1249, or who is assigned to students in any grades DK to 12 (including qualified preschool) as a teacher of record ("TOR") will be made by the following. The parties agree that the procedures established in this Appendix for placement and reduction/recall constitute clear and transparent procedures as required under Revised School Code Section 1248.

1. **Placement of TORs.** The Superintendent or designee decides placement decisions, when a vacancy exists, and when a posting is made. Consistent with Revised School Code Section 1248, TOR placement decisions will be made by the Superintendent or designee in their discretion based on the following factors:
 - A. Staffing the curriculum with the most effective and qualified Teachers to instruct the applicable courses and grade levels.
 - B. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization is determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
 - C. TOR placement decisions must be made based on effectiveness criteria established by Revised School Code Section 1249.
 - D. TORs must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including but not limited to:

- i. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
- ii. Credentials needed for District, school, or program accreditation;
- iii. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
- iv. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
- v. Disciplinary record, if any;
- vi. Seniority in grade level(s) or subject area(s);
- vii. Recency of relevant and comparable teaching assignments;
- viii. Previous effectiveness ratings;
- ix. Punctuality and habitual use of unexcused days not protected by FMLA, ADA or other state or federal law;
- x. Positive or negative rapport with colleagues, parents, and students;
- xi. Compliance with state and federal law; or
- xii. Any other reason that is not arbitrary or capricious.

E. Seniority may be considered as a tiebreaker if a TOR placement decision involves 2 or more teachers and all other distinguishing factors are equal.

2. ***TOR Reduction/Recall.***

- A. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing staff or that a reduction in staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the positions to be reduced.
- B. Reduction and recall decisions must be made based on TOR effectiveness criteria established in Revised School Code Section 1249 and this Appendix.

- C. TORs must be fully qualified for all aspects of their assignments, as determined by the Board, based on documents on file with the Superintendent's office, including but not limited to:
- i. Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - ii. Credentials needed for District, school, or program accreditation;
 - iii. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the TOR's effectiveness in that assignment and is integrated into instruction;
 - iv. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - v. Disciplinary record, if any;
 - vi. Seniority in a grade level(s) or subject area(s);
 - vii. Recency of relevant and comparable teaching assignments;
 - viii. Previous effectiveness ratings;
 - ix. Punctuality and habitual use of unexcused days not protected by FMLA, ADA or other state or federal law;
 - x. Positive or negative rapport with colleagues, parents, and students;
 - xi. Compliance with state and federal law; or
 - xii. Any other reason that is not arbitrary or capricious.
- D. Seniority may be considered as a tiebreaker if a TOR placement decision involves 2 or more teachers and all other distinguishing factors are equal.
- E. TORs must provide the District with current information and documentation supporting the TOR's certification and qualifications.
- i. Reduction and recall decisions will be based on the TOR's certification and qualifications in the District's records at the time of the decision.
 - ii. A laid off TOR must maintain current contact information (address, phone, and personal email address) with the Superintendent's office.
 - iii. Failure to maintain current contact information may

negatively affect the teacher's recall.

- F. TOR reduction and recall decisions are made by formal Board action.
- G. The Superintendent or designee will provide written notice of reduction in force or recall decisions to each affected TOR and Association within 30 days before the effective date.
- H. TOR Recall Process
 - i. A TOR is eligible for recall under this Appendix for 18 months from the date the District implemented the reduction in force.
 - ii. The Superintendent will first identify the grade level(s), academic level(s) or department(s) with a teaching vacancy.
 - iii. Before or in lieu of initiating the recall of a laid-off TOR, the Superintendent may reassign a teacher to fill vacancies in accordance with this Appendix.
 - iv. After or in lieu of any reassignment of existing teaching staff, the Superintendent may fill a vacancy by:
 - a. Recall the laid-off TOR who is certified and qualified for the vacancy if that TOR's most recent year end evaluation was at least effective. If more than 1 laid-off TOR is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix; or
 - b. Posting the vacancy and considering all applicants if the Superintendent determines that the District's educational interests would be served and no TOR on layoff meets the certification and qualification requirements for the position.
 - v. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled TORs and will establish the time within which a TOR must accept recall to a full-time position to preserve the TOR's employment rights.
 - vi. A laid-off TOR who is recalled and does not accept recall by the time specified in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

3. ***TOR Evaluation.***

- A. A TOR will be evaluated pursuant to the Thoughtful Classroom performance evaluation system. The District will measure student growth as 20% of the evaluation. For the school years covered in this contract, student growth will be determined pursuant to the following

process:

- By September 30, each grade level/subject area will forward to their respective principals the recommended metric for establishing the student growth component of the evaluation.
 - By October 15, the respective principals shall accept or reject the recommended metric.
 - If rejected, the parties will meet and attempt to reach consensus by October 31. If consensus is not reached, the metric utilized the preceding year will be utilized for the upcoming year.
- B. Student growth data from specific students with extreme circumstances that prohibit an accurate measure of growth will not be included in a Teacher's student growth component if written consent is provided by the Teacher's principal/evaluator.
- C. Prior to classroom observations, the teacher shall be provided a copy of the district evaluation form and an explanation of how the observation process works.
- D. If a tenured teacher has been rated "highly effective" or "effective" for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter. If a teacher exhibits performance deficiencies (excluding "missed opportunities") and is placed on an IDP or is subsequently rated below "effective" on a year-end evaluation, the Teacher may in the district's discretion be evaluated annually until receiving an "effective" rating for an additional three (3) consecutive years. The District and Association shall meet prior to September 15 to comprise a list of tenured teachers and their evaluation status for the school year.
- E. Probationary Teachers cannot challenge any aspect of the evaluation process, including observations, the IDP, the mid-year performance review or their assigned rating.
4. ***Grievance Procedure.*** An alleged violation of this Appendix is not subject to arbitration in the grievance process. An Arbitrator, however, has jurisdiction to consider a grievance filed under the grievance procedure by a tenured TOR who receives two (2) consecutive ratings of "needing support."

This agreement does not constitute the establishment of a precedent, custom, practice, or binding working condition as to the interpretation, enforcement, or application of this Agreement between the parties, or any successor labor agreement between them as to any situation or circumstance other than the matter specifically addressed in this Agreement.

By entering this Agreement, neither the Board nor Association waive any other rights or protections respectively afforded to them by the terms of the CBA, except as otherwise specifically waived, modified, or relinquished.

To the extent that this Agreement conflicts with the parties' current CBA, this agreement shall control to the extent of such conflict. To the extent that this Agreement conflicts with the parties' current CBA, this Agreement shall control to the extent of such conflict.