

***MASTER
AGREEMENT***

Between

**EATON COUNTY EDUCATION
ASSOCIATION
(GRAND LEDGE EDUCATION
ASSOCIATION)**

and

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION
GRAND LEDGE, MI**

July 1, 2024 – June 30, 2028

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PREAMBLE

WHEREAS the parties have an obligation, pursuant to the Public Employment Relations Act (PERA) as amended, to negotiate with respect to hours, wages, terms and conditions of employment, and

WHEREAS the Board has been selected by the electors to establish and execute policies and procedures for the Grand Ledge Public Schools, and

WHEREAS the parties have reached certain understandings through extended and deliberate professional negotiations, it is hereby agreed as follows:

1.1 RECOGNITION

The Grand Ledge Board of Education (hereinafter referred as the Board) hereby recognizes the Eaton County Education Association, MEA/NEA (hereinafter referred to as the Association) as the exclusive bargaining agent as defined in the Public Employment Relations Act (PERA) as amended, for all elementary and secondary teachers who are certified and under contract with the Board.

- A. The term, "teachers", as used herein shall include all those teachers employed throughout the school year, including special education teachers, guidance counselors, librarians, prevention intervention specialists, teachers who have completed one trimester of successful teaching with the district and are employed in permanent positions who are enrolled in good standing in a state-approved program for their first teacher certification, and teachers regularly employed on a part-time basis; specifically excluding all others and particularly the supervisory staff consisting of the Superintendent, any Assistant Superintendents, Executive Directors, Directors, Principals, Assistant Principals, and non-supervisory staff consisting of substitute teachers and non-regularly employed part-time teachers. Also included are teachers for that time spent outside the regular school day and hours unless specifically covered by this Agreement.
- B. For purposes of administering and applying this Agreement, where a "teacher" (as defined above) is assigned to a bargaining unit position outside the coverage of the Teachers' Tenure Act, that individual shall be regarded as a probationary teacher during his/her/their first four (4) school years of employment. Upon completion of four (4) years of employment with the District in a bargaining unit position outside the coverage of the Teachers' Tenure Act, the bargaining unit member shall be treated as a tenure teacher for the purposes of administering and applying this Agreement. This provision

shall neither be construed or interpreted to confer statutory probationary or tenure status upon any bargaining unit member.

- C. The term, "Association", as herein used shall refer to the Eaton County Education Association (ECEA) or its designated agents.
- D. The term, "Board", as herein used shall refer to the Grand Ledge Board of Education or its designated agents, or a sub-committee of the Board.
- E. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of the Agreement.
- F. Nothing contained herein shall be construed to deny or restrict any teacher rights he/she/they may have under the Michigan Revised School Code or the right of the individual teacher to confer with and raise issues or problems with appropriate supervisory personnel.

1.2 CONTINUITY OF OPERATIONS

The Association and the Board recognize that strikes and other forms of work stoppage by teachers are contrary to law and public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program.

The Association, therefore, agrees that during the term of this Agreement its officers, representatives, and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, nor shall any teacher take part in any strike, slowdown or stoppage of work against the Board.

The Board also agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in any unfair labor practice as defined by Section 10 of the Public Employment Relations Act (PERA).

When school is declared closed due to inclement weather, heating problems, road conditions, or other problems that may arise, buildings will be open when possible so that teachers who elect to do so may work. Pay or sick-leave days will not be deducted when teachers do not report on such days. Teachers are expected to attend previously scheduled virtual conferences and meetings on canceled days (e.g. snow days) unless excused by principals. If a teacher is unable to attend the meeting because of unforeseen

circumstances, the teacher will communicate immediately with the principal and arrange a make-up meeting. No new meetings will be scheduled on canceled days.

1.3 GRIEVANCE PROCEDURE

A. Definitions

- a. A "grievance" is defined as an alleged violation of a specific Article or section of this Agreement.
- b. The term "teacher" may include any individual or group covered by this Agreement.
- c. The "grievant" is the person making the claim.
- d. The term "days" when used in this Article shall mean consecutive working days for which the teacher is employed, except that during the summer months when school is not in session, the term "days" shall mean Monday through Friday excluding holidays.

B. Purpose – The purpose of this procedure set forth in this Article is to provide relief of an alleged violation to the grievant, as quickly as possible, on any condition as defined in Section A (a), of this Article.

C. Procedure

- a. Time limits – The time limits provided in this Article are to be strictly observed. Every effort should be made to expedite the process; however, time limits may be extended by mutual agreement in writing at any level.
- b. Pre-grievance Conference – In the event the teacher feels he/she/they has a basis for a grievance he/she/they may, at his/her/their option, be accompanied by his/her/their Association Representative to discuss the problem with his/her/their building principal. The Association shall have the right to be present in the event of any adjustment or settlement of the grievance occurring at this level.
- c. Teachers must sign the grievance form. In the case of a class or group grievance initiated by the Association, the Association must name the aggrieved teachers for consideration of relief.
- d. Level One – If the teacher, after informal discussion with the building principal, still believes a condition as defined in Section A (a), of this Article exists,

he/she/they may, within ten (10) days of knowledge of the alleged violation, through the Association, invoke the formal grievance procedure set forth in this Article and on a form available from his/her/their Association Representative. The grievance form shall be filled out by the grievant with the aid of his/her/their Association Representative and shall be a complete statement of the grievance. It shall be signed by the grievant and his/her/their Association Representative and copies will be made and designated I, II, and III. Copy I shall be delivered to the building principal within the above time limit. Copy II will remain with the teacher and Copy III with the Association. Within five (5) days of receipt of the written grievance the principal shall meet with the grievant and Association Representative(s) in an effort to resolve the grievance.

Within five (5) days of this meeting the principal shall return to the grievant or his/her/their Association Representative, Copy I of the grievance form upon which he/she/they has indicated in writing his/her/their disposition of the grievance.

- e. Level Two – If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made by the principal in the time provided, the grievance shall be submitted to the Superintendent (or designee) within five (5) days. Within five (5) days of receipt of the grievance, the Superintendent or his/her/their designee shall meet with the grievant and his/her/their Representative(s) in an effort to settle the grievance. Within five (5) days of this meeting, Copy I of the grievance shall be returned to the grievant or his/her/their Representative(s) with the disposition of the grievance indicated in writing.
- f. Level Three – If the Association is not satisfied with the disposition of the grievance at Level Two, or if no disposition is made in the period above provided, the Board shall be notified in writing by the Association within five (5) days that arbitration of the grievance is necessary. If the parties cannot mutually agree upon an arbitrator within fifteen (15) days of notice to arbitrate, he/she/they shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding.

After arbitration has been demanded, the Board and the Association may mutually determine to submit the grievance to mediation through the Michigan Employment Relations Commission or another mutually acceptable forum for alternative dispute resolution. This procedure shall not replace arbitration but rather is intended to function as a pre-arbitration procedure.

The Board and the Association shall not be permitted to assert at the arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. Not later than five (5) days prior to the arbitration hearing representatives of the Board and the Association shall meet to exchange witness lists and exhibits to be introduced at arbitration and also to identify the issues to be submitted for decision to the arbitrator.

Both parties agree that judgment thereon may be submitted to any court of competent jurisdiction. The arbitrator shall have no power to alter, add to, or subtract from the terms of this Agreement.

- i. If at any time during the processing of a grievance the grievant initiates a petition with the Michigan State Tenure Commission concerning matters within the scope of the grievance, any and all further arbitration proceedings shall be terminated and the jurisdiction of the arbitrator shall cease. This shall not be construed to prohibit the processing of such a grievance up to and including Level Two of this grievance procedure.
- ii. There shall be no appeal from the arbitrator's decision. It shall be final and binding on the Association, the Board, and on all the parties.

D. Costs

The fees and expenses of the arbitrator shall be shared equally by the parties. All other expenses will be borne by parties incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

E. Use of Forms

- a. If the grievance and/or the written responses take more space than is provided on the form, they may be written on separate pages with appropriate reference to the portion of the form to which they apply and attached to the form.
- b. Since Copy I of these forms is to be used throughout the procedure, it and any attendant pages should be safe-guarded from loss or misplacement by the parties handling them. Duplicates of Copy I may be made by the Association and by the administrative official involved in the culmination of each step. If a replacement Copy I is needed, it will be prepared by mutual examination of all duplicates. All efforts will be made by the parties to maintain the confidential nature of the material involved.

- F. Notwithstanding the expiration of this Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

1.4 NEGOTIATIONS PROCEDURE

- A. Matters of common concern may be subject to negotiation during the period of the Agreement upon request and mutual agreement of both parties. The parties undertake to cooperate in arranging meetings for such discussion, furnishing information and otherwise constructively considering and resolving any such matters. Any amendment or agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto.
- B. In any negotiations described in this Article, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party, and each party may select its representatives from within or outside the school district. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and by the Association, subject to requirements of Section 17 of the Public Employment Relations Act (PERA). The parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations, subject to such ultimate ratification.
- C. If the parties fail to reach an agreement in any such negotiations, either party may invoke lawful measures it may deem appropriate.

2.1 ASSOCIATION RIGHTS

- A. The Association and its representatives shall have the right to use school buildings at reasonable hours for meetings, at such hours that do not interfere with the regular program of the school or any other activities that have been previously scheduled and approved by the Board or its representatives.
- B. Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- C. The Association shall have the right to use school facilities and equipment, including computer equipment, printers, other duplicating equipment, and audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.

- D. The Association and its members shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards. The Association may use the district mail service and teacher mail boxes, e-mail, and voice mail for communication to teachers, provided the Association does not use this communication route to engage in partisan politics. This shall not be interpreted to require the District to process any such mail through the District's internal mail system. Any mail not delivered by the District shall be promptly returned to the sender.
- E. The Board agrees to furnish to the Association in response to written requests available information concerning the financial resources of the District, including but not limited to: annual financial reports and audits, register of certificated personnel, tentative budgetary requirements and allocations (including county allocation Board budgets), agendas and minutes of all Board meetings, treasurer's reports, census and membership data, names and addresses of all teachers, salaries paid thereto and educational background together with information which may be necessary for the Association to process any grievance or complaint. Nothing herein shall require the Board to provide the Association with research or clerical time.
- F. The Association shall be given opportunity to advise the Board with respect to any new or modified fiscal, budgetary or tax programs, construction programs or major revisions of educational policy prior to their adoption.
- G. The rights granted herein to the Association shall not be granted to any competing labor organization.
- H. At the request of the Association, the Board agrees to furnish the Association President with five (5) teaching periods (for secondary teachers) per week or five (5) hours per week (for elementary teachers) to conduct Association business and to confer with the administration regarding labor-management matters. The Association shall reimburse the Board, on a quarterly basis, for all salary costs (including MPSERS and FICA) associated with this leave.

2.2 TEACHER QUALIFICATIONS

- A. Teachers employed by the Board for a regular instructional assignment must possess a Michigan teaching certificate valid for their assignment.

Employment of bargaining unit members without Michigan teaching certificates in instructional assignments will be permitted where authorized under Section 1233b of the Revised School Code or its successor provision.

Bargaining unit members assigned to non-instructional professional positions not requiring a teaching certificate (e.g. counselor, social worker, speech therapist) shall possess an approval, authorization or license (as applicable) valid for the position to which they are assigned.

- B. All teachers must meet all applicable standards for a "highly qualified" teacher under the No Child Left Behind Act of 2001, including the NCLB Final Regulations and standards adopted by the Michigan State Board of Education.
- C. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, extra duties enumerated by Article 5.4 and summer school courses, shall not be obligatory, but shall be with the consent of the teacher. Consideration in making such assignments will be given to teachers regularly employed in the District.
- D. Counselors, librarians, special education teachers, specialized instructors (i.e. reading, math), speech therapists, prevention intervention specialists, school psychologists, elementary computer instructors, vocal music, elementary art, instrumental music, and elementary physical education teachers shall follow a schedule developed by their building principal or the central office administration, in consultation with the teacher.

It is agreed that the scheduling of these kinds of teachers presents problems not generally found in the scheduling of regular classroom teachers; therefore, these teachers shall have a schedule developed that is substantially equivalent to a regular classroom teacher's schedule.

During lunch times, the building principal shall have the right to assign counselors to supervisory duties when any administrator regularly assigned to the building is not present. Additionally, one middle school counselor will be in the lunchroom during lunch time. The other middle school counselor will be available to students in the student services office.

- E. Whenever elementary music, art, and physical education teachers, elementary computer instructors, special education teachers, specialized instructors (i.e. reading, math) and/or librarians are absent for any reason, the Board will provide a substitute teacher whenever possible.

- F. "Certified" shall be defined for purposes of this Agreement as holding all certificates, endorsements and approvals required by law and Michigan Department of Education regulation to serve in the position assigned. It is the teacher's responsibility to file such certificates, endorsements or approvals with the District. The certification status of a teacher on file with the District shall be considered conclusive for all purposes under this Agreement.

The teacher shall provide written notice to the District and Association of any change to his/her/their certificates, endorsements 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 District and Association, in writing, in the event that he/she/they petitions the State Board of Education for nullification or limitation of his/her/their certificate, one or more endorsements thereon or a grade level certification appearing on the certificate.

- G. In the event that the Board commences a process to assess whether one or more schools within the District should be identified for school improvement, corrective action, or restructuring as contemplated under the No Child Left Behind Act Final Regulations, 34 CFR Part 200, the Board will, upon request of the Association, provide the Association an opportunity to review the data on which the proposed identification is based. Data shall be provided in a form which is in compliance with the Family Educational Rights and Privacy Act and its implementing regulations.

If the Board identifies a school for improvement under the No Child Left Behind Act and a school improvement plan consequently must be developed pursuant to 34 CFR 200.41, the Board will consult with the Association regarding the development of the plan and, upon the Association's request, negotiate over the impact of the plan upon the Association's bargaining unit, to the extent required by law.

2.3 PERSONNEL FILES

- A. Each teacher shall have the right upon request to review all evaluation materials and the contents of his/her/their personnel file. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Reasonable advance notification shall be given to the Human Resources Department before this review can take place.

2.4 SENIORITY

A. Seniority:

- a. Seniority begins to accrue on the most recent date of hire and continues to accrue until resignation or discharge.

“Date of hire” means the date of the Board of Education meeting on which the teacher’s initial employment as a member of the bargaining unit was officially approved, if that approval occurred prior to the first day that the teacher performed services for the District as a member of the bargaining unit. If a teacher performed services as a member of the bargaining unit prior to the date of the Board of Education meeting at which that teacher’s employment was officially approved, then the teacher’s “date of hire” shall be the first date on which the teacher performed services for the District as a member of this bargaining unit.

- b. Individual teachers sharing the same seniority date shall participate in a drawing to determine position on the seniority list. The drawing will be conducted openly and at a time and place which will reasonably allow affected teachers and Association Representatives to be in attendance.
- c. No person or teacher who is not a member of the bargaining unit shall accrue seniority in the bargaining unit.
- d. No administrator shall accrue additional seniority in the bargaining unit, but shall have credited to the bargaining unit seniority list all prior unbroken service to the Grand Ledge Public Schools, as a teacher. This prior service credited to the bargaining unit seniority list may be utilized by an administrator for bumping into the bargaining unit upon termination of his/her/their administrative contract of employment.
- e. Teachers contracted on a part-time basis shall have seniority calculated on a pro rata basis.
- f. Substitute work performed by part-time teachers shall not count toward accrual of seniority.
- g. Seniority does not accrue for summer school teaching.

h. Unpaid leaves of absence shall not add to a bargaining unit member's seniority except as noted in ¶ h (iii) below. However, said leaves shall not constitute a termination of employment or a break in service that would void previously accumulated seniority.

i. Time spent on unpaid leave of absence shall result in an adjustment of the bargaining unit member's seniority date according to the following formula:

Number of days on leave/Number of days in school year X Number of calendar days in the year = Number of days of adjustment to seniority date

ii. All adjustments in seniority dates as computed above shall be rounded to the nearest whole day.

iii. Teachers will continue to accrue seniority while on paid leaves, on military leaves, and on leaves taken under the Family and Medical Leave Act.

i. The Board shall provide the Association with a bargaining unit seniority list in March of each year, in electronic (read only format). The seniority list shall include the teacher's date of hire, any adjustments in that date necessary for ranking purposes, the teacher's present assignment, and specify the area(s) in which the teacher is certified and qualified.

j. Any changes in certification and qualification must be documented and presented to the central office for inclusion in the next published seniority list. There shall be a thirty (30) day objection period for the Association or any bargaining unit member to challenge the accuracy of the seniority dates on the seniority list. This period shall commence on the date on which the seniority list is provided to the Association President. Absent objection within this interval, the list prepared by the District shall be regarded as conclusively accurate. In May, the Board shall provide an updated seniority list which includes any adjustments made during the objection period.

2.5 CURRICULUM COUNCIL

- A. The Association and District recognize that curriculum is ultimately determined by the Board of Education. The Board of Education will seek input from teachers. A process for this input shall be developed between Academic Services and the Association's leadership and changes to the process shall be mutually agreed upon.

2.6 INSTRUCTIONAL AIDES

- A. Aides will be furnished as follows:
 - a. All Begingergarten (BK) and Kindergarten classrooms will have a paid aide for the duration of each instructional session. Early Childhood Special Education classrooms will have a paid aide for the duration of each instructional session.
 - b. First and second grade classrooms will have 3 hours of aide support per day.

- B. Assignment Conditions
 - a. Use of paid aides will be determined by the Board. When aides are assigned, their schedule will be worked out with the teacher and the building principal.

 - b. All aides shall receive proper orientation and instruction prior to implementation in the classroom setting. Proper general orientation will be provided by the principal and the teacher and consist of a minimum of one (1) hour of instruction. Pertinent areas to be considered are:
 - i. Duties and responsibilities.

 - ii. School procedures and schedules.

 - iii. Orientation to instructional and/or clerical materials.

 - iv. Use of aides consistent with District guidelines and Michigan Department of Education.

 - c. Upon assignment to a professional, the aide and professional shall be required to meet and discuss specific procedures utilized by the professional, prior to the aide commencing duties in any capacity. Follow-up conferences shall be held during each semester of the school year to discuss the use of aides, innovations, problems, etc.

- d. If an aide is absent and the teacher requests it, a substitute will be provided, if available.
- e. When there is an absence or shortage of a contractual aide, one can be moved to cover a legally required special education assignment if subs are not available. One aide cannot be moved more than twice per trimester.
- f. The building principal will maintain a list of all TAs in the building. In the event that a contractually/legally required TA is removed from their classroom/role to act as a substitute teacher in another classroom in the building, the building administration will fill the vacant TA position first with a sub. If a sub is not available, the vacancy will be filled with the next available TA on the list in order to prevent a TA vacancy from consistently occurring in the same classroom/role.

2.7 TEACHER RIGHTS

- A. Pursuant to the Public Employment Relations Act (PERA) as amended, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join, and support the Association for the purpose of engaging in negotiations.
- B. The Board specifically recognizes the right of its employees to invoke the assistance of the Michigan Employment Relations Commission as provided by law.
- C. Teachers shall be entitled to full rights of citizenship and no religious or political activities outside of the school day of any teacher or the lack thereof shall be grounds for any discrimination with respect to the professional employment of such teacher.
- D. The provisions of the Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, creed, religion, disability, color, national origin, age, sex, sexual orientation, marital status, or membership in or association with the activities of any employee organization.

The Board and Association recognize that their commitment to non-discrimination may require reasonable accommodation to employees and accordingly agree to jointly confer with any bargaining unit member making such a request. Where necessary to make a reasonable accommodation, the Board and Association shall consider waiver of the seniority or other provisions of this Agreement without precedent to future application or interpretation of this Agreement.

- E. If a teacher brings a classroom condition to the attention of the Board that is believed by the teacher to be hazardous to his/her/their health, the Board, Association and concerned teacher shall meet and confer regarding the concern expressed by the teacher. The parties shall discuss potential solutions to address substantiated concerns.
- F. Any changes or updates to the Certified Staff Handbook will be communicated to the Association's Executive Committee and disseminated electronically to the teachers.

2.8 EXCLUSION OF TENURE IN POSITION

A bargaining unit member, who has not previously attained tenure at Grand Ledge in a non-classroom capacity pursuant to article III, Section 1 of the Michigan Teachers' Tenure Act, MCLA 38.91, and who is placed in a position other than that of a classroom teacher, shall not be deemed to have tenure in such position by virtue of this contract or any individual contract for such non-classroom position and tenure in the non-classroom position is hereby specifically denied. However, such an individual in the non-classroom position shall be deemed to have continuing tenure as an active classroom teacher.

3.1 TEACHER PROTECTION

- A. One of the teacher's primary responsibilities conducive to a good learning environment is to maintain classroom control and discipline; however, the Board recognizes its responsibility to give reasonable support and assistance to teachers.
- B. All cases of accident, injury, or assault involving teachers or students growing out of the exercise of a teacher's duties or school activities shall be reported to the principal promptly.
- C. The standards set forth in the Revised School Code governing corporal punishment and the use of physical force upon pupils, shall govern the conduct of teachers toward students in that context. The Board and the Association subscribe to the observance of these standards.

3.2 INSTRUCTIONAL MATERIALS

The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests, duplicating supplies, questionnaires, and similar materials are the tools of the teaching profession. The administration and the teachers will confer from time to time for the purpose of improving the selection and use of such educational tools,

and the Board undertakes promptly to consider all joint decisions thereon made by its representative and the Association.

3.3 SCHOOL EQUIPMENT

The Board will strive to provide separate desks for teachers within the availability of funds and space.

3.4 TEACHING FACILITIES

The Board agrees to continue to make available existing teacher rooms, restrooms, lunch room, and telephone facilities for the use of teachers, and will provide comparable facilities in any new building program. Long distance charges for non-professional, non-school business shall be paid by the using teacher. Parking facilities shall be made available to teachers for their exclusive use whenever practical and possible.

3.5 TEACHING HOURS

- A. The Board recognizes the principle of a standard work week, and will set work schedules and make professional assignments which can reasonably be completed within such standard work week. The parties have agreed upon a schedule containing 375 minutes of instruction per day for elementary and secondary teachers. Half days will be 180-190 minutes. Teachers may be required to attend up to fifteen (15) additional hours of student related meetings such as IEPs, 504s, or staffings, beyond the contractual time without additional pay. Time beyond the initial fifteen (15) hours will be compensated at the contractual hourly rate. A minimum of a two-day notice is required when scheduling such meetings.

The parties additionally recognize that the hours of student contact time specified in this Article are subject to adjustment so that the District satisfies all requirements of the Revised School Code and State School Aid Act for full receipt of foundation allowances and other appropriations.

- B. It is hereby agreed that attendance at regularly scheduled PTA, PTIA, PTO meetings, etc., school staff meetings shall be scheduled not more frequently than once monthly, September through May for one (1) hour. When these meetings are scheduled after school they will begin not more than ten (10) minutes after dismissal of regular class. When these meetings are scheduled before school they will conclude at least ten (10) minutes before the commencement of regular class.

Attendance at staff meetings shall be required unless the principal excuses the teacher in advance.

- C. The normal workday in the elementary school will be seven (7) hours and fifteen (15) minutes.

Example Elementary Schedule**:

8:40	Work Day Begins
8:50	Instructional Day Begins
45 minutes	Lunch
3:50	Instructional Day Ends
3:55	Work Day Ends

**lunch times, recess times, arrival and dismissal may vary from building to building as long as the items specified in the contract are maintained.

- a. It is understood that the above times may vary from elementary school to elementary school, but the length of recess time, length of preparation period, time spent in instructional responsibilities, and length of lunch hour (see Section C (d) of this Article below) will not vary from elementary school to elementary school. The work day will be agreed upon by mutual consent of the parties.
- b. Elementary teachers may be required to supervise up to one (1) fifteen (15) minute elementary recess per week.
- c. Additional relief time from instructional responsibilities in the amount of an average of two hundred ten (210) minutes per week shall be provided with one 42 minute special per day when elementary music, art, physical education, or other special subjects teachers are in the classroom. Music, art, and physical education classes may be adjusted to account for this time. Specials teachers will have additional relief time of at least an average of two hundred ten (210) minutes per week.
- d. A specials teacher cannot have more than three consecutive sections back-to-back without at least a five minute break, lunch, or planning time. Administration recognizes that if a teacher has three classes in a row, they should be the same grade level. Specials teachers in an elementary building with 21 sections will be paid according to Schedule B.

- e. All elementary teachers shall be entitled to a duty-free, uninterrupted lunch period of forty-five (45) minutes in length, except that on days of inclement weather when students are confined to the building, sharing arrangements shall be worked out in each building in cooperation with teachers and principals.
- D. The normal workday in the intermediate school will be seven (7) hours and fifteen (15) minutes.

Example Intermediate Schedule:

7:25	Work Day Begins
7:40	Instructional Day Begins
30 minutes	Lunch
2:25	Instructional Day Ends
2:40	Work Day Ends

- a. It is understood that the above times may vary, based on the master schedule and adjusted start and end times. The work day will be agreed upon by mutual consent of the parties.
- b. Intermediate teachers may be required to supervise up to one (1) fifteen (15) minute recess per week
- c. Intermediate teachers who are teaching enrichment will have a minimum of 175 minutes per week of planning. Teachers who are not teaching enrichment will have a minimum of 350 minutes per week of planning.
 - i. Classroom teachers will teach two trimesters of enrichment.
 - ii. Specials teachers will teach enrichment classes for all three trimesters.
 - iii. Special education teachers will teach no enrichment.
 - iv. Teachers who teach an additional trimester of enrichment will be paid according to Schedule B.
- d. All intermediate teachers shall be entitled to a duty-free, uninterrupted lunch period of thirty (30) minutes in length, except that on days of inclement weather when students are confined to the building, sharing arrangements shall be worked out in each building in cooperation with teachers and principals.

E. The secondary teachers' (middle school and high school) formal teaching hours shall be as follows:

- a. Secondary teachers are to be in their assigned building at least fifteen (15) minutes before classes start and shall be responsible for the organization and control of their classrooms during this time.
- b. Secondary teachers are to remain in their assigned building and make themselves available for conferences at least fifteen (15) minutes after classes are dismissed for the day unless other arrangements are approved by the principal, except Fridays and days preceding holidays teachers may leave at the close of the pupil day.
- c. Secondary teachers shall be entitled to a duty-free uninterrupted lunch period of at least thirty (30) minutes in length.
- d. The normal teaching load at the secondary level will be one of the following: five (5) teaching periods and one (1) preparation/conference period or four (4) teaching periods and one (1) preparation/conference period.

At the Middle School, the Administration may add a daily 25 minute or less Check and Connect / Homeroom period to the school day. At the High School, the Administration may add a Check and Connect / Homeroom not to exceed 90 minutes per week, to the school day. The establishment and expectations of a Check and Connect / Homeroom period will be made in collaboration with Building Leadership Teams.

The preparation/conference periods will be scheduled as one of the regular length periods during the day; teachers will not be scheduled for their preparation/conference period during shortened classes such as Check and Connect / Homeroom.

- e. In collaboration with the building principal, HS counselors may be assigned to work up to 100 hours on schedules during the summer and be paid at the contractual hourly rate defined in Schedule B. Up to three additional staff may work on high school schedules for up to 20 hours each during the summer and be paid at the contractual hourly rate defined in Schedule B.
- f. Any Secondary teachers who teach during their trimester planning/preparation period will be compensated based on the stipends listed in Schedule B.

- g. Teachers from all levels may volunteer to teach on planning – must notify the Human Resources office by June 15 of each year.
- F. The normal workday in the Early Childhood Special Education (ECSE) program will be seven (7) hours and fifteen (15) minutes.

Example ECSE Schedule:

8:15	Work Day Begins
45 minutes	Lunch
3:30	Work Day Ends

- a. All ECSE teachers shall be entitled to a duty-free, uninterrupted lunch period of forty-five (45) minutes in length.
 - b. ECSE teachers designated as 1755 will follow the calendars of partner programs (GSRP, Head Start, Little Comets, etc.) as appropriate. ECSE teachers designated as 1755 will support ECSE teachers designated as 1754 on work days in which ECSE teachers designated as 1755 are not working with their partner programs because the partner programs are not in session. The support may be, but is not limited to, serving as a substitute teacher.
 - c. Over the course of the year, ECSE teachers will have an average of 210 minutes of planning time per week.
- G. Teachers will instruct their assigned subject content area(s) from the established curriculum standards and benchmarks.
- H. Teachers will maintain professional standards for communication with staff, students and parents regarding students and the curriculum.
- I. The district will utilize up to 38 hours authorized as instructional time (as allowed by the Pupil Accounting Manual) to provide professional development hours throughout the year as scheduled in the agreed upon calendar in Appendix I.
- J. In lieu of high school open house, all high school teachers are required to attend graduation in full regalia. Teachers may be excused from attending with administrator permission. Graduation will count as Flex Hours.
- K. Intermediate, middle, and high school teachers will provide hallway supervision in between classes unless working with a student or taking care of personal needs

3.6 CLASS SIZE & CASELOAD SIZE

A. Elementary and Intermediate Grade Class Size

The board will maintain class sizes at or below the cap for each class. If there is an extenuating circumstance where a resident student is added and would put a class above the cap and there is no physical space for an additional classroom, then the Association and administration will confer to solve the issue.

For the 2024-2025 school year, the Board will maintain the following class size limits:

Beginnergarten (BK)/ developmental kindergarten	23
Kindergarten	26
1st - 3rd grades	28
4th - 6th grades	30

For the 2025-2026 school year and thereafter, the Board will maintain the following class size limits:

Beginnergarten (BK)/ developmental kindergarten	23 students or less
Kindergarten	26
1st grade	27
2nd - 4th grades	28
5th - 6th grades	30

- a. Elementary Choir and General Music classes are not to exceed two (2) classes, except with the consent of all teachers involved.
- b. Combined grade classes shall not exceed thirty (30) students.
- c. Intermediate band/choir class size will be at the discretion of the building administration in collaboration with the teachers, and will be based on the curricular needs of the course. Administration will work across buildings and with teachers to create a schedule that allows for the most co-teaching possible if there is a demonstrated need. Choir courses will have an accompanist available for all courses.

B. Secondary Grade Class Size

The board will maintain class sizes at or below the cap for each class.

- a. The Board will maintain a class size of thirty-two (32) or less students in 7th - 12th grade classes. Some exceptions follow:
 - i. Laboratory station classes (science, computer, drafting) and MMC English classes shall not exceed thirty (30) students unless the teacher has granted permission to do so.
 - ii. Physical Education (PE) - With exception of PHW, PE classes will have a class size of 40 students.
 - iii. Music - Secondary Band/Choir class size will be at the discretion of the building administration in collaboration with the teachers, and will be based on the curricular needs of the course. Administration will work across buildings and with teachers to create a schedule that allows for the most co-teaching possible if there is a demonstrated need. Choir courses will have an accompanist available for all courses.

C. Caseloads and Class Size for Special Education

- a. The board of education will follow the Michigan Administrative Rules for Special Education (MARSE) guidelines for caseloads and class size.
- b. Special education teachers will receive the special education stipend listed in Schedule B.
- c. The district will provide four work days covered by a substitute teacher to special education teachers to be used for paperwork, holding IEPs, and other work related duties.
- d. Early Childhood Special Education (ECSE) teachers will have no more than 24 different students on their caseload. ECSE teachers will have no more than 12 pupils at any time.

D. The Board will attempt to maintain a lower cap for counselor caseloads of four hundred (400) or less. If a counselor's caseload exceeds four hundred (400) students, the counselor shall be paid a lump sum as defined in Schedule B.

E. Middle School counselors are responsible for 504's. Their administrator will schedule one day per trimester per counselor to focus only on 504 responsibilities.

- F. The high school will have a 504 case manager who will have one class period per day assigned as the 504 case manager. Their caseload will not exceed 115 students. Additional students beyond the cap will stay on counselors caseload. If there are fewer than 100 504's in the building, there will be no caseload manager. 504 case managers will be responsible for
- a. intakes,
 - b. scheduling and holding 504 meetings,
 - c. communicating with staff/parents,
 - d. advocating for students and helping students self-advocate,
 - e. check in with students
 - f. update 504s as needed.
- G. English Language Development (ELD) teachers will have one ELD caseload support hour for every 30 students on their caseload. If the support hour is not possible, then the teacher will be paid at the rate defined in schedule B.

3.7 TEACHING CONDITIONS & SCHOOL CALENDAR

- A. No loss of time will result in loss of pay or accumulated leave for any absences or tardiness of less than thirty (30) minutes before or after the normal student day. This provision does not in any way limit the Board in the exercise of other disciplinary measures such as: oral warnings, written reprimands, and so forth.
- B. In order to eliminate the necessity for obtaining a half-day or full-day substitute teacher when only a short period of time is in question, the following shall hold. In the event that a teacher has reason to leave the building for up to one hour or up to one class period, that teacher may arrange with another teacher to cover their class, with the written permission of the principal and permission of the teacher who is providing coverage. If the teacher uses sick leave or paid time off (PTO) for that time period, then the teacher providing coverage will be paid at the contractual hourly rate as defined in schedule B, and the teacher may use less than a half day of sick leave or paid time off (PTO).
- C. A secondary teacher may be assigned by his/her building principal to cover a class for an absent teacher. The first two (2) occurrences in a trimester (3 in a semester) where a teacher is assigned to substitute on their planning time for another will be paid at the contractual hourly rate. After the first 2 occurrences in a trimester, covering a class for an absent teacher will be voluntary and paid at the contractual hourly rate. Doubling or combining of classes shall be done only by mutual consent.
- D. Teachers invited to IEPs during their contractual school day shall attend as part of their normal duties.

- E. In the case where an IEP needs to be updated due to new district, county, state, or federal guidelines, then the teacher responsible for updating the IEPs will be paid to do so at the Contractual Hourly Rate (CHR).
- F. Special education progress reports will be due at the same time as general education progress reports.
- G. If a teacher is directed to change classrooms, they will be paid up to six hours at contractual hourly rate in the fiscal year in which the work is completed. If the work is spread across two fiscal years, it will be paid out in the second year.
- H. There will be 180 instructional days and 184 contractual days. The calendar will be in accordance with the calendar in Appendix I.
- I. The following are definitions for the calendar found in Appendix I.
 - a. Kindergarten Launch will be held in two (one evening and one daytime) sessions during the opening week for staff, and the kindergarten open house may be on a different day than other grade levels.
 - b. Flex Days - Teachers do not report on flex days. Teachers shall complete 6 hours of Flex Time for each Flex Day in the calendar. Flex time must be completed by the last day of school or graduation (whichever is later).
Teachers will get prior approval from their principal to count something as Flex time.

Flex time can include: Open Houses, Orientation, Chaperoning (outside the contractual day), Kindergarten Roundup/Launch, Graduation, and any other meetings not covered by pay.
Teachers who do not complete Flex Time will be docked 6 hours or the amount of time that is not completed.
 - c. Classroom Setup - Any time designated to set up classrooms prior to the school year, can be done on or off site.
 - d. Professional Hours - Time designated as Professional Hours can be done on or off site and does not need to be done during that designated time.
 - e. Required Online PD (Blood Borne Pathogens and Seclusion and Restraint) will be embedded into PD days before school starts.

- J. 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 the requisite number of days and hours of student instruction as is required by the State School Aid Act. Teachers will receive their regular pay for days and hours that are canceled but shall work on the rescheduled days and hours with no additional compensation. Rescheduling shall be accomplished collaboratively.

The parties further agree that this contract provision has been negotiated with the intention of complying with the above provisions of the State School Aid Act and to ensure that the District will incur no loss of State School Aid. Should the State Aid Act be repealed during the term of this Agreement with respect to counting of inclement weather and other days and hours enumerated above, the provisions of Article 1.2 shall become effective. Should the State School Aid Act be modified to require that an increased or decreased number of such days and hours be rescheduled for instructional purposes, the parties agree to comply with the minimum standards specified in the revised legislation.

K. Calendar Guidelines - Parent-Teacher Conferences

- a. There will be two three-hour sessions and one two-hour session per conference period. Compensatory time will be scheduled as designated on the school calendar for evening conferences. The two three-hour sessions will be held in person. The one two-hour session will be held virtually.
- b. Elementary (K-4) and Early Childhood Special Education (ECSE):
Elementary and ECSE conferences will be held over the two - three weeks following the end of the first and second trimesters.
- c. Intermediate & Middle (5-8):
Intermediate and middle school conferences will be held over the two weeks prior to the end of the first and second trimesters.
- d. High School (9-12):
High school conferences will be held over the two weeks at the midpoint of the first and second trimesters.
- e. If a teacher is absent when parent-teacher conferences are held, the teacher will be responsible for rescheduling an opportunity for parents/guardians to conference with the teacher. This rescheduled opportunity shall take place within

five (5) school days of the teacher's return to work after the absence and shall be confirmed, in writing, by the teacher to the parents/guardians and the teacher's building principal. The rescheduled parent-teacher conference opportunity shall take place after the teacher work day.

If a teacher does not comply with the above requirement, he/she/they shall be charged one-half (1/2) of one sick leave day for each three (3) hour segment of parent-teacher conferences that are not rescheduled. If the teacher has exhausted sick leave, the charged time shall be docked from the teacher's salary. The requirement of rescheduling parent-teacher conferences shall not apply to those teachers who are on an extended leave of absence where a substitute teacher has been given the responsibility for conducting the parent-teacher conferences.

- L. Teachers have no contractual obligations on Martin Luther King Jr. Day, nor will it be a comp day for other work. Martin Luther King Jr. Day will be preserved as a day of service and reflection.
- M. Early Childhood Special Education (ECSE) teachers will have two open houses before the start of school, and each open house will be ninety (90) minutes. ECSE teachers will hold a minimum of four parent meetings a year. If any parent meetings are held in the evening, then they will have comp time provided during non-instructional time within that pay period.

3.8 MENTOR TEACHERS

- A. The assignment of mentor teacher shall be regarded, posted and filled as a Schedule B position within the meaning of Article 5.4 of this Agreement. Mentors will be appointed for those teachers with less than three years of teaching experience, whether that experience was gained at Grand Ledge Public Schools or in another school system.
- B. Nothing in this Agreement shall be interpreted or applied to indicate that the assignment of mentor teachers is exclusively work within the bargaining unit represented by the Association. Rather, the purpose of this Article is to delineate the wages and specified working conditions for that assignment when it is performed by members of the Association's bargaining unit.
- C. Bargaining unit members performing the duties of mentor teacher will be compensated at the rate listed in Article 5.4.

- D. A mentor teacher must be an experienced educator who demonstrates instructional expertise, ability to work well with colleagues, continuous learning and preparation, and is skilled at providing instructional support. Mentor teachers must have a total of not less than five (5) years of teaching experience.

The mentor teacher shall be available to provide professional support, guidance and instruction to the mentee. The purpose of the mentor teacher is to offer experienced assistance and support to the mentee in a collegial fashion. The mentor teacher shall make periodic reports to the administration regarding the type (i.e., general description of contact) and extent of his/her/their contact with the mentee during the existence of the mentor/mentee relationship.

- E. A mentor may be assigned to more than one (1) mentee at a time.
- F. Neither the mentor teacher nor the mentee shall be permitted to participate in any matter related to the evaluation of the other.
- G. Representatives of the Board and the Association agree to confer as necessary regarding the implementation of this Article and any clarification of the role and responsibilities of mentor teachers.
- H. The Board will appoint mentors for newly hired teachers not later than ten (10) working days of the mentee's first work day.

4.1 SICK LEAVE

- A. It is the intention of this Leave Policy to provide reasonable protection against loss of salary for those absences from work caused by accidents, illness, bereavement, and personal emergencies beyond reasonable control. Teachers recognize the essential nature of the relationship with students which cannot be filled by any substitute.
 - a. A teacher shall be granted 7 paid sick leave days per contract year. Sick time shall be used in half day or full day increments, unless the process in 3.7.B is followed. The building administration will communicate with teachers on what times will constitute a morning half day and what times will constitute an afternoon half day. The building administration sets these times in order to maximize the District's ability to get substitutes and to clarify what a teacher needs to enter into the District substitute system.

- b. A teacher who does not fulfill a contract year shall have their sick leave days pro-rated. The value of any sick leave days used in excess of this pro-rated allocation shall be deducted (at the teacher's per diem rate) from the teacher's remaining wages.
- c. Any of the paid seven (7) days not used will be credited to the teacher's record and be accumulated without limit.
- d. The Board reserves the right to require verification from a health care professional to verify a teacher's fitness for duty under the following circumstances:
 - i. To determine a teacher's ability to return from a leave of absence taken because of illness or disability.
 - ii. To evaluate a teacher's fitness for duty where the Board has articulable concerns regarding the teacher's physical and/or mental ability to perform the functions of his/her assignment. At the request of the teacher, these concerns will be made in writing at or prior to the time that verification is required. The cost of any medical or psychological examination required by the Board shall be paid by the Board, to the extent that the teacher's insurance does not cover the cost of the examination. In the event the Board is not satisfied with the assessment of the teacher's health care professional, the Board has the right to designate a healthcare professional to perform a second examination. In the event of a dispute between the teacher's health care professional and a health care professional designated by the Board, the teacher and the Board shall request that their respective health care professionals consult for the purpose of attempting to reconcile their assessments, or if that is not possible, to mutually designate a third health care provider to examine the teacher.
 - iii. The teacher shall report or have their absence reported in the District substitute system, setting forth the reason for absence.
- e. Employees may use sick leave and/or paid time off (PTO) for the following reasons:
 - i. Personal illness or disability, accidents, bereavement, and personal emergencies beyond reasonable control.
 - ii. Illness or injury in the immediate family. The "immediate family" is defined as any person whose illness or injury has a real meaning to the teacher.
- f. See Article 4.5 B for use of sick leave in relation to Family and Medical Leave Act (FMLA).

- B. If unable to work at the beginning of a new school year, a teacher will be allowed to use previously earned sick leave while he/she/they remains ill and unable to work, providing they are not otherwise employed. Medical verification may be required by a physician of the Board's choice at its expense.
- C. A Sick Leave Committee shall consist of four members: Two members designated by the Association, and two members designated by the Superintendent. The committee shall have the authority to grant additional sick leave, funded by the district, for a major medical event of a teacher. Additional sick leave is meant to serve as a bridge to Long Term Disability, and thus will not exceed 70 days per medical event. (Please contact the Benefits person for details about Long Term Disability). Examples of major medical events would be cancer, heart attack, stroke, severe car accident, other life-threatening illnesses/injuries, or unavoidable extenuating circumstances that require missing work.
- a. Any member who experiences a major medical event, having exhausted his/her own sick leave and paid time off (PTO) days, may apply to participate in additional sick leave by emailing the Assistant Superintendent of Human Resources and the Association President as well as filling out the Sick Leave Request Form on the district website.
 - b. The decision of the Sick Leave Committee to grant or reject sick time is final, and the requesting teacher will be notified within a week.
 - c. In the event of a tie vote of the committee to grant sick leave, a mutually agreed upon arbitrator shall be used to break the tie. Any cost for the service of the use of the arbitrator shall be evenly split between the Association and the District.
 - d. Past use of sick time shall be factored into the final decision for additional leave.
- D. When a Grand Ledge Public School teacher retires under the provisions of the Michigan Public School Employees Retirement System (MPSERS) and has had at least ten (10) years of service in the Grand Ledge Public Schools, they shall receive payment for accrued sick leave and paid time off (PTO). At the teacher's choice, the District shall pay a cash payment from the District equal to the amount defined in Schedule B per day or shall make a deposit into a 403b and/or 457 account equal to the amount defined in Schedule B – the teacher may choose to divide the total deposit amongst options within legal limits.

4.2 PAID TIME OFF (PTO)

- A. A teacher shall be granted five (5) paid time off (PTO) days per contract year (non-cumulative) for full pay. A teacher that does not use these days shall have the days credited to his/her accumulated sick leave on June 30.
- B. PTO shall be granted when the teacher has a substitute teacher scheduled in the District substitute system and has notified the building administration or designee of the date(s), the substitute assigned, and the substitute confirmation.
- C. PTO shall be used in half day or full day increments, unless the process in 3.7.B is followed. The building administration will communicate with teachers on what times will constitute a morning half day and what times will constitute an afternoon half day. The building administration sets these times in order to maximize the District's ability to get substitutes and to clarify what a teacher needs to enter into the District substitute system

4.3 PARENTAL LEAVE

- A. If a teacher is eligible for FMLA leave for the birth of a child and to care for the newborn child within one year of birth or for the placement of a child with the teacher for adoption or foster care and to care for the newly placed child, then a teacher shall be granted by the District fifteen (15) paid days of parental leave. Parental leave may not span two (2) fiscal years.

4.4 SCHOOL BUSINESS LEAVE

- A. Leave of absence with pay not chargeable against the teacher's sick leave will be granted as follows:
 - a. Time necessary for appropriate professional representatives to attend conferences and other activities recommended by the Association and approved by the Superintendent.
 - b. Visitations at other schools approved by the administration.
 - c. Attendance at approved educational conferences or conventions.
 - d. All other absences which are in the course of school business and having approval of the administration.
- B. Teachers will notify their principal immediately upon discovery that leave is required. Leaves of absence will be applied for in writing, except in cases of emergency.

4.5 EXTENDED LEAVE OF ABSENCE

- A. Military leaves of absence shall be granted to any teacher who shall enter into active military service of the United States. Upon return from such leave, within one (1) year of the termination of the military service, or the time permitted by law (whichever is greater) a teacher will be placed on the salary schedule at the level which he/she/they would have achieved had he/she/they remained actively employed in the system during the period of his/her/their absence. All accumulated unused sick leave days acquired prior to entry into service will be restored to him/her/them.
- B. Teachers may, at the discretion of the Board, be granted voluntary leave without pay during any school year for up to one (1) year. All such requests must be submitted in writing. The full conditions of the Agreement, including the assignment of the teacher upon return, and the effect, if any of the leave on the salary schedule must also be put in writing. Pay deductions shall be computed as 1/number of annual teacher work days designated on the school calendar (Attachment A-1) of scheduled salary for any such days as may be approved. Teachers will not accrue seniority or additional steps while on an extended unpaid leave of absence.
- C. It is expressly agreed that all leaves are from the school system.

4.6 OTHER LEAVES

- A. Leaves of absence with full pay not chargeable against the teacher's sick leave shall be granted for the following reasons:
 - a. Absence when a teacher is called for jury duty provided the teacher remits any monies received for jury duty to the Board.
 - b. Time necessary for appearance in any legal proceeding on behalf of the school district connected with the teacher's employment or with the school system, if the teacher is required by law to attend.
 - c. Time necessary to take the selective service physical examination.
 - d. Absence while confined due to contagious diseases such as: mumps, measles, whooping cough, or scarlet fever when it is reasonably established that the exposure occurred at school.

- e. A teacher who is absent because of an injury or disease under the Workers' Disability Compensation Act shall make a written election of one of the following options at the time he/she/they becomes eligible for workers' compensation benefits:
 - i. The teacher may utilize his/her/their accumulated sick leave for each day absent provided that he/she/they reimburses the District for the amount of workers' compensation benefits received for the corresponding pay period. Teachers shall only be eligible to access this alternative if they have sufficient sick leave accumulation.
 - ii. The teacher may elect to receive workers' compensation benefits only.
 - iii. The teacher may elect to receive the difference between his/her/their regular salary and the amount received as workers' compensation benefits. Such difference in salary shall be computed on a percentage basis, and this percentage shall be deducted from the teacher's sick leave accumulation. (For example, if workers' compensation pays sixty (60%) percent of full pay, sick leave will only pay forty (40%) percent and the sick leave accumulation shall be charged .4 of a day for each day so used). Teachers shall only be eligible to access this alternative if they have sufficient sick leave accumulation.

- f. Teachers shall be granted three (3) days of bereavement per contract year (non-cumulative), in the event of the death of an immediate family member. Teachers shall not be deducted sick time or PTO time for these three (3) days. The "immediate family" is defined as any person whose death has a real meaning to the teacher. If a teacher elects to use more than three days for bereavement he/she/they can use sick time or PTO for additional days.

B. Family Medical Leave Act (FMLA):

Beginning after three (3) consecutive days of absences due to a serious health condition of the teacher, absences shall be charged against the teacher's leave entitlement under FMLA.

A teacher may elect to use some or all of their accrued sick leave and/or PTO and/or parental leave concurrently with any FMLA leave, without restriction. For purposes of applying the Family and Medical Leave Act, a July 1-June 30 twelve-month (12) period shall be used.

4.7 ASSOCIATION DAYS

- A. The Board shall grant release time, not to exceed twenty (20) days per year to the designated representatives of the Executive Committee of the Association employed by the Board for Association business. In the event a teacher employed by the Board is a designated official of the ECEA, the Association shall have the right to purchase an additional twenty (20) days of released time.
- B. The Board shall be reimbursed by the Association for the cost of substitute pay for the released time used by the Association Executive Committee member employed by the Board or delegated representative.
- C. If the District requests or requires representatives of the Association to be present at a meeting during the regular contractual school day, the Association will not utilize association days and will not be charged.

4.8 SCHOOL IMPROVEMENT

- A. A School Improvement Plan (SIP) shall be defined as a plan, program or process required under Section 1277 of the Michigan Revised School Code or corresponding provisions of the State School Aid Act.
- B. Recommendations made by any site-based committee at the building level shall not violate any of the rights secured to the Board or the Association under this Agreement.
- C. Any provision(s) of a SIP or applications thereof affecting the wages, hours and/or terms and conditions of employment, or the impact of any wages, hours and/or other terms and conditions of employment of any bargaining unit member must be ratified by the Board and the Association prior to being implemented.
- D. Individual membership in SIP/BET shall be voluntary.
- E. Areas identified for school improvement planning are not intended to extend beyond the scope of the traditional decision-making authority of building level administrative staff.

5.1 INSURANCE PROTECTION AND SELF-FUNDED BENEFITS

- A. Workers' Disability Compensation Act - Any employee who is injured in the line of duty shall receive such compensation and expenses as are prescribed by the Workers' Compensation law of the State of Michigan. (See Article 4.6. A (e))

- B. The Board shall make available health care protection (as outlined in paragraph E below) for a twelve (12) month period for each full-time employee and his/her eligible dependents, subject to the following conditions. Part-time employees shall receive a pro-rata benefit.

Bargaining unit members who will not be returning to employment in the ensuing school year will have insurance premium contributions paid on their behalf by the Board under this Article through July 31, unless they are eligible for insurance as of July 1. If they are eligible as of July 1 through retirement or another job, then their insurance will end on June 30. If a bargaining unit member separates from employment after July 31 and the Board has remitted premium contribution for the individual for the month(s) of August and/or September, the separating teacher shall be obligated to the Board for those premium amounts. The Board shall have the right to recover such sums (in addition to any other remedies provided by law) by deducting the premium amounts owed from any wages remaining to be paid to the separating employee.

- C. District provided subsidies will be used for health insurance only. The district will pay for ancillaries for all teachers.
- D. For the 24-25 & 25-26 school year, the district will continue its contract with the SET SEG clinic. The district will continue to pay the contract rate for SET SEG for people who choose Plan A. Those who choose Plan B will be able to opt into the SET SEG clinic; the cost of this option will be paid for by the teacher. If the district is no longer under contract with the SET SEG clinic prior to the 26-27 school year, then the following provisions below will begin sooner:

For the 26-27 & 27- 28 school year, the district may continue its contract with the SET SEG clinic, or another clinic of its choice. Teachers will be able to opt into or out of the clinic, during open enrollment; the cost of this option will be paid for by the teacher, through payroll deduction.

E. Teachers may elect only one (1) of the following fringe benefit plans:

Plan A:

Health Insurance Plan's to be determined each year by the District's Insurance Advisory committee.

Long Term Disability	to 66 2/3% 90 calendar days modified fill \$4,000 maximum Freeze on Offsets Alcoholism/drug addiction 2 years Mental/nervous 2 years
Dental (self-funded)	-100/80/80: \$1,000 per person maximum annual benefit \$1,500 maximum orthodontic benefit
Negotiated Life	\$20,000 AD&D
Vision (self-funded)	Exam: \$64 covered every 12 months Lenses (regular, bifocal, trifocal, progressive), Frame Allowance and Contact Lenses covered every 12 months per amounts determined by Insurance company each year.

Plan B:

Dental (self-funded) same as Plan A
Vision (self-funded) same as Plan A
Negotiated Life \$20,000 AD&D
Long Term Disability to 66 2/3% Same as Plan A

A teacher may elect during open enrollment not to enroll in dental and vision benefit plans.

Employees that choose Plan B shall receive cash in lieu through the Section 125 Plan only after Grand Ledge Public Schools receives documentation that they have other insurance coverage that meets the ACA minimum value and coverage requirements. Plan B participants will be responsible for FICA (employee share) on the cash option amount and may elect, through a separate salary reduction

agreement, to contribute the option amount to 403b annuity. Cash in lieu shall be \$320 per month for single, \$345 per month for two-person, and \$410 per month for families.

For the 24-25 and 25-26 school year, the District contributed premium (subsidy) for Plan A shall be the state cap (PA152) less \$1000 annually. If the teacher chooses a HSA qualifying plan, then any funds not used for premiums will be put into their HSA. HSA contributions will be made no later than January 15. If the district is no longer under the SET SEG Clinic contract prior to the 26-27 year, then the district will pay the full state cap (PA152).

For the 26-27 and 27-28 school year, the District contributed premium (subsidy) for Plan A shall be the full state cap (PA152). If the teacher chooses a HSA qualifying plan, then any funds not used for premiums will be put into their HSA. HSA contributions will be made no later than January 15.

If a teacher does not fulfill their contract year, the HSA contributions shall be prorated and contributions in excess of what has accrued shall be deducted from the employee's final check. If the amount of the final check is insufficient, then the district may take action to collect the HSA contribution in excess of what has been earned.

If the premium for the above plans exceed the Board contributions specified above, the Association shall have the right to amend the plan benefit structure so that the premiums fall within the Board contributions specified above. Any premium amounts beyond the District's contribution, as specified above, which are required to maintain the coverage selected by the teacher are the responsibility of the teacher and shall be payroll deducted. The teacher has the option of signing an agreement authorizing that any such premium amounts be payroll deducted through the District's Section 125 Plan. Where a teacher is on 20 pays and becomes responsible for premium payments under this provision during the summer, payroll deduction of those premium amounts shall be made from the teacher's salary in the ensuing school year.

The Association agrees to continue to participate in the District's Insurance Advisory Committee. The association will designate who participates and how many teachers participate on its behalf. The Association shall have the right to determine the plan specifications for the replacement products. In the event that the insurance products are changed, as described above, the Board's premium obligation for the replacement products shall not exceed the premium amounts

specified above, unless otherwise agreed upon by the Board and the Association. This provision likewise does not limit the right of either the Board or the Association to propose changes in plan specifications, premium allocation and other terms and conditions in the process of collective bargaining.

- F. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrual, the Board shall continue to pay premiums for the current year, provided medical evidence has been made available to the Board verifying continuing illness or injury which prevents the teacher from working. A medical leave of absence shall be requested by the teacher.
- G. Accumulated sick leave shall have a cash surrender value of one hundred percent (100%), their per diem rate (not the contractual hourly rate or the retirement payout rate), in the event of death, payable to the teacher's designated beneficiary.
- H. Payroll deduction shall be available for any mutually agreed upon program, as well as all current MESSA, MEA Financial Services and MEA programs, including tax annuities program, subject to the availability of current payroll processing limitations.
- I. The District and the Association shall begin renegotiating the terms of 5.1 annually in October.

5.2 SALARY GUIDE

- A. An instructional employee who has had teaching experience, or the equivalent, providing the teaching experience that the employee has had makes him/her/them more valuable than a beginning teacher, may be employed initially at a yearly salary above the minimum salary. These teachers may be placed on the salary schedule up to 3 years past their years of teaching experience.
 - a. For special education positions, secondary math positions, secondary science positions, or any position agreed upon by the GLEA President and Administration, the District may award up to one step past the applicant's current salary. The District will provide the Association with the prospective teacher's name, teaching experience, position applied for, pay scale step requested.
- B. The salaries of teachers covered by this Agreement are set forth in the schedules which are attached to and incorporated in this Agreement. Such salary schedules shall remain in effect for the term of this Agreement.

- C. The salary schedule is based upon a normal weekly teaching load, as hereinafter defined.
- D. Part-time teachers and/or those teachers with less than a normal teaching load shall have their compensation pro-rated. The resulting proportional amount shall be subtracted from the normal salary amount.
- E. Teachers shall have the option of receiving salary in twenty (20) or twenty-four (24) pays. Teachers shall make a written election upon hire. Current teachers will keep the election they currently have. Teachers wishing to change their election can do so prior to August 15 by submitting the election form to the business office.
- F. If a pay period falls during a vacation period, payment of wages by direct deposit will be made on the last bank business day within the regular payroll cycle.
- G. Special education teachers may become involved, with administrative approval, in the scheduling of special education students into the regular education curriculum. When this work is performed during the summer months, the teacher will be compensated at the Contractual Hourly Rate (CHR)

5.3 SALARY SCHEDULES

- A. A teacher will not be eligible to advance step placement, or to move laterally to another salary column if he/she/they has received an "ineffective" rating on their final/year end evaluation in the immediately preceding school year.
- B. All eligible teachers for the 2024 - 2028 Master Agreement shall advance a step and are eligible for lane changes. Lanes will be awarded for the 2024 - 2028 Master Agreement for transcripts received prior to September 1, and January 15, of each year.
- C. Teachers shall receive \$100 for each credit toward a Masters and/or towards an EdSpec, PhD, EDD, or terminal degree. All coursework for reimbursement must be earned after July 1, 2021 and earned while employed with the District. Credits must be applicable to current or potential teaching positions and be approved by the superintendent or a designee. Teachers can submit transcripts prior to September 1, and January 15, of each year for reimbursement.
- D. Longevity
 - a. For the 2024-2025 and the 2025-2026 school year, certified staff shall earn a \$1,000 annual longevity stipend upon completing at least 25 years of service. The stipend shall be paid annually to those completing the school year, on or before

June 30. Teachers who are resigning at the end of the school year, who qualify for this stipend will receive this stipend on or before June 30.

- b. Beginning with the 2026-2027 school year and thereafter, the following longevity stipends shall be paid annually to those completing the school year, on or before June 30. Teachers who are resigning at the end of the school year, who qualify for this stipend will receive this stipend on or before June 30.
 - i. 5-9 years completed with the District - \$1,000
 - ii. 10-19 years completed with the District - \$1,500
 - iii. 20-29 years completed with the District - \$2,000
 - iv. 30+ years completed with the District - \$2,500
- E. MA+20 requirements
- a. All credits towards the MA+20 lane change shall occur after the teacher receives a Masters degree and must be graduate-level classes from an accredited university.
 - b. All coursework for lane changes must be applicable to current or potential teaching positions and approved by superintendent or designee.
- F. EdSpec - PhD - EDD requirements
- a. Certified staff, who earned a MA+45 column by Sept 1 2021, will be legacied into EdSpec - PhD - EDD column.
 - b. To qualify for the EdSpec - PhD - EDD salary lane, a teacher must have earned a Bachelor's Degree, a subsequent Master's degree, and an Education Specialist, EDD, or PhD degree from an accredited university.
- G. Labeling of steps changes the previous contract's step letters to step numbers, i.e. Step A = Step 1, Step B = Step 2, Step C = Step 3, ... Step Z = Step 26.
- H. Step corrections will occur in four stages over the life of the collective bargaining agreement.

A teacher will qualify for step correction if their step at the beginning of the 2024-2025 school year is less than their corrected step placement. A teacher's corrected step placement is their placement at the start of the 2011-2012 school year plus one step each year they were eligible for advancement, per article 5.3 section A. If the teacher was hired after the 2011-2012 school year, a teacher's corrected step placement is their starting step placement at the district on their hire date, plus one step each year they were eligible for advancement, per article 5.3 section A.

In the 2024-2025 school year, teachers will be moved to their corrected step if their step placement is 8, 7, or 6 steps behind their step at the beginning of 2024-2025. In the 2024-2025 school year, teachers hired prior to 2008 will be moved to their corrected step if their step placement is 5 steps behind their step at the beginning of 2024-2025. All other teachers will receive one step up to the maximum of step 26 as stated in 5.3.B.

In the 2025-2026 school year, teachers hired between 2008 and 2019 will be moved to their corrected step if their step placement is 5 steps behind their step at the beginning of 2025-2026. All other teachers will receive one step up to the maximum of step 26 as stated in 5.3.B.

In the 2026-2027 school year, teachers hired between 2020 and 2021 will be moved to their corrected step if their step placement is 5 steps behind their step at the beginning of 2026-2027. In the 2026-2027 school year, teachers hired prior to 2003 will be moved to their corrected step if their step placement is 4 steps behind their step at the beginning of 2026-2027. All other teachers will receive one step up to the maximum of step 26 as stated in 5.3.B.

In the 2027-2028 school year, teachers hired 2003 or later will be moved to their corrected step if their step placement is 4 steps behind their step at the beginning of 2027-2028. In the 2027-2028 school year, teachers will be moved to their corrected step if their step placement is 3, 2, or 1 steps behind their step at the beginning of 2027-2028. All other teachers will receive one step up to the maximum of step 26 as stated in 5.3.B.

- I. The salary schedule will re-open for negotiations for the 2025-2026, 2026-2027 and, 2027-2028 school years.
- J. Teachers who leave the teacher bargaining unit will return to the same step on which they left, unless the separation has been longer than 1 full calendar year. If the separation is longer than 1 full calendar year, then they will be considered as new hires to the bargaining unit/district. Teachers on a leave of absence remain a part of the bargaining unit.

2024 - 2028 Salary Scale

Step	BA	MA	MA+20	EdSpec/PhD/EDD(and legacy MA+45)
1	\$44,000	\$46,984	\$49,522	\$52,252
2	\$45,450	\$48,559	\$51,097	\$53,832
3	\$46,900	\$50,134	\$52,672	\$55,412
4	\$48,350	\$51,709	\$54,247	\$56,992
5	\$49,800	\$53,284	\$55,822	\$58,572
6	\$51,250	\$54,859	\$57,397	\$60,152
7	\$52,700	\$56,434	\$58,972	\$61,732
8	\$54,150	\$58,009	\$60,547	\$63,312
9	\$55,600	\$59,584	\$62,122	\$64,892
10	\$57,050	\$61,159	\$63,697	\$66,472
11	\$58,500	\$62,734	\$65,272	\$68,052
12	\$59,950	\$64,309	\$66,847	\$69,632
13	\$61,400	\$65,884	\$68,422	\$71,212
14	\$62,850	\$67,459	\$69,997	\$72,792
15	\$64,300	\$69,034	\$71,572	\$74,372
16	\$65,750	\$70,609	\$73,147	\$75,952
17	\$67,200	\$72,184	\$74,722	\$77,532
18	\$68,650	\$73,759	\$76,297	\$79,112
19	\$70,100	\$75,334	\$77,872	\$80,692
20	\$71,550	\$76,909	\$79,447	\$82,272
21	\$73,000	\$78,484	\$81,022	\$83,852
22	\$74,450	\$80,059	\$82,597	\$85,432
23	\$75,900	\$81,634	\$84,172	\$87,012
24	\$77,350	\$83,209	\$85,747	\$88,592
25	\$78,800	\$84,784	\$87,322	\$90,172
26	\$80,250	\$86,359	\$88,897	\$91,752

5.4 SCHEDULE B

A. Tenure shall not apply to any or all, special duties as assigned by the Board for which extra duty pay is defined.

B. Athletics:

Coaches will opt at the beginning of the season to be paid semi-monthly until the end of the season or in one lump sum at the end of the season. Percentage will be based on the step system below. Coaches will advance a step with each year of coaching in that sport.

Step 1 - \$35,624

Step 2 - \$37,049

Step 3 - \$38,652

Step 4 - \$40,255

Step 5 - \$41,858

Step 6 - \$43,461

Step 7 - \$45,421

Step 8 - \$47,380

Step 9 - \$49,339

Step 10 - \$51,299

Step 11 - \$59,640 *Legacy Step Only

Current Grand Ledge Teachers (and retired) who were previously at step 11* in the 2014-2015 and 2015-2016 school years, will continue to be legacied at their current step 11 (a percentage of \$59,640).

<i>HEAD COACHES</i>	<i>PERCENTAGES</i>	<i>ASSISTANT COACHES</i>	<i>PERCENTAGES</i>
Baseball	10%	Baseball (2)	6%
Basketball	12%	Basketball (2)	7%
Cross Country	9%		
Football	12%	Football (2)	7%
Golf	9%		
Gymnastics	9%		
Soccer	9%	Soccer (1)	6%
Softball	10%	Softball (2)	6%
Swimming	9%	Swimming (1)	5%
		Diving (1)	5%
Strength	5% per season (3)		
Tennis	9%		
Track	10%	Track (2)	6%
Volleyball	9%	Volleyball (2)	6%
Wrestling	12%	Wrestling (1)	7%
Cheerleading	6% (per season)	Cheerleading (1)	4% (per season)
Faculty Athletic Asst.	6%		
MS Basketball 8 th Grade	4%		
MS Basketball 7 th Grade	4%		
MS Cross County	4%		
MS Track	4.5%	MS Track	2.5%
MS Volleyball	4%		
MS Wrestling	4%		

Note: MS is middle school in the table above.

C. Leadership:

Leadership positions are chosen by building principals, and the pay listed on the table is for a contract year. In the table below, “HS” means high school, “MS” means middle school, and “IS” means intermediate school. The stipends below are to be paid in a teachers’ regular paychecks for the duration of their pay cycles (20 or 24 pays).

HS Tech. Coordinator (3 per building)		\$1,200
MS Tech. Coordinator (2 per building)		\$1,200
Intermediate School Tech. Coordinator (2 per building)		\$1,200
Elementary Tech. Coordinator (2 per building)		\$1,200
HS, MS, and IS Departmental Chairs	3 or less in Dept.	\$650
HS, MS, and IS Departmental Chairs	More than 3, but less than 6 in a Dept.	\$740
HS, MS, and IS Departmental Chairs	6 or more in a Dept.	\$835
Elementary/IS Grade Level Teacher Leader (GLTL)	1 per grade level per elementary/IS	\$835
Special Education Department Chair	Each building, regardless of level, will have a Special Education Department Chair who will serve as the Special Education Lead. Special Education Department Chairs will receive this stipend in lieu of the building level department chair or Grade Level Team Lead stipend.	\$1540
<p>The High School Principal may select 11 or more chairpersons annually. The Middle School Principal in each building may select 6 or more chairpersons annually. The Intermediate School Principal shall decide whether to use department chairs (6 or more) or grade level teacher leaders (1 per grade level) annually. Each Elementary School shall have 1 GLTL per grade level per elementary school, designated by the principal annually. Designated chairpersons / teacher leaders shall coordinate school programs and instructional interests. Chairpersons / teacher leaders selected shall not be considered executive or supervisory employees. Department chairs and GLTL’s will meet at least once a month with their department, or grade level.</p>		
School Improvement Chair (PBIS, MTSS, etc.)		\$835
<p>School Improvement Chairs will plan for, collaborate with staff around, and implement building level school improvement initiatives. School improvement initiatives will be approved by the building principal in coordination with Central Office. School improvement teams will be defined as any team that works toward improvement of the district including, but not limited to PBIS, MTSS, etc. Building School Improvement Chairs will meet 4 times/year with the other Building-level chairs from across the district and building principals. Building principals will select chairs for school improvement annually.</p>		
Mentor Teachers	Year 1	\$555
	Year 2 and Year 3	\$370
Mentors Teachers (Mentoring teachers seeking alternative certification)	Year 1	\$835
	Year 2 and Year 3	\$500

D. Extra Duty & Contractual Hourly Rate:

When a teacher is employed outside the regular school day or year for comparable professional work, the Board will compensate the teacher at the Contractual Hourly Rate (CHR). The CHR shall be defined in the table below. Principals/administration shall pre-approve all additional work that will be paid at the CHR.

These amounts are associated with language provisions within the contract.

Contractual Hourly Rate (CHR)	\$45/hour	Paid upon completion of work and processing of submitted timesheet
Summer School/Comet Camp	Contractual Hourly Rate	Paid upon completion of work and processing of submitted timesheet
Secondary Teaching on Planning Stipend from 3.5 TEACHING HOURS	\$3,250 per trimester	Paid in a lump sum on or before the end of the trimester taught
Intermediate - Additional Enrichment Stipend from 3.5 TEACHING HOURS	\$1,625 per trimester	Paid in a lump sum on or before the end of the trimester taught
Elementary Specials Teachers Stipend for 21-Section Buildings from 3.5 TEACHING HOURS	\$2,000 per year	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Special Educator Stipend from 3.6 CLASS SIZE & CASELOAD SIZE	\$3,750 per year	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Counselor Overload Pay from 3.6 CLASS SIZE & CASELOAD SIZE	\$250 per trimester	Paid in a lump sum on or before the end of the trimester taught
English Language Development (ELD) Caseload Overage from 3.6 CLASS SIZE & CASELOAD SIZE	\$3,250 per trimester	Paid in a lump sum on or before the end of the trimester taught
Sick Day Retirement Payout from 4.1 SICK LEAVE	\$55 per day for cash payout OR \$60 per day for 403b/457 contribution	Upon verification of retirement from MPSERS, the district shall make the payment or deposit no later than the 2nd pay after the retirement date.

E. School-sponsored Clubs & Activities:

- a. On recommendation of the school principal and approved by the Superintendent.
- b. In the event a principal does not recommend the formation of a club, the denial can be appealed to the Superintendent.
- c. Tenure shall not apply to any or all special duties as assigned by the Board for which extra pay is defined.
- d. If the Club or Activity concludes by the end of a single trimester, payment will be made not later than the second regular payroll after the trimester.

*HS Band Director	\$5,645	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
HS Competitive Marching Band Director	\$1,540	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
*Intermediate & MS Band Director	\$4,105	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
*HS Choir Director	\$5,645	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
*MS Choir	\$4,105	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
*Directors who are full-time in a building will be paid the full stipend and are responsible to attend all evening events for that building. If a director is assigned to multiple buildings, the director will be paid a full stipend for the building with the higher stipend; the director will make a schedule equivalent to the stipend the director is getting. They may not be at all performances of one building because they are in multiple buildings. The schedule will be approved by administration in the fall. There may be more than one director per building.		
MS Dramatics	\$500 per production	Paid upon completion of work and processing of submitted paperwork.
HS Dramatics	Varies according to plays produced	Paid upon completion of work and processing of submitted paperwork.
HS Musical (Full Length)	Head Director - \$3,080	Paid upon completion of work and processing of submitted paperwork.
	Vocal Director - \$2565	Paid upon completion of work and processing of submitted paperwork.
	Assistant Director - \$1800	Paid upon completion of work and processing of submitted paperwork.

	Costumer - \$1800	Paid upon completion of work and processing of submitted paperwork.
	Production Manager - \$1800	Paid upon completion of work and processing of submitted paperwork.
	Choreographer - \$1000	Paid upon completion of work and processing of submitted paperwork.
	Pit Director - \$1000	Paid upon completion of work and processing of submitted paperwork.
GLHS Student Council Advisor(s)	\$3,695 Total (may be split among more than one advisor)	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Middle School Comet Council Advisor	\$200	Paid upon completion of work and processing of submitted paperwork.
Senior High Newspaper	\$2,100	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Senior High Yearbook	\$2,100	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Quiz Bowl	\$1,540 per season (2)	Paid upon completion of work and processing of submitted paperwork.
National Honor Society	\$2,100	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
DECA	\$2,100	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Lohne Exchange Program	\$2,100	Paid upon completion of work and processing of submitted paperwork.
High School Seminar	\$1000/trimester	Paid in a lump sum on or before the end of the trimester taught.
<p>The Seminar teacher of record shall be a voluntary position, determined by the principal. This position is in addition to their normal work schedule. The duties of this HS Seminar position shall be to grade assignments, settle final grades/credits, communicate with students/families on progress in their Seminar course. They will not be responsible for supervising Seminar students in the building.</p> <p>This payment does not apply to teachers assigned a Seminar course as part of their normal work schedule.</p>		
Prom Advisor	\$1,070	Paid upon completion of work and processing of submitted paperwork.
Prom 4U Coordinator	\$500	Paid upon completion of work and processing of submitted paperwork.

Homecoming Dance Advisor	\$1,070	Paid upon completion of work and processing of submitted paperwork.
HS Student of the Month Coordinator	\$835	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
HS PALS (Peer Assistance Leadership and Service)	\$1,025	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Unified/Special Olympics Coordinator	\$500 per level (1 Elementary, 1 Intermediate, 1 MS, 1 HS)	Paid upon completion of work and processing of submitted paperwork.
Unified/Special Olympics Coach	\$500 per season as outlined by Unified / Special Olympics / MHSAA	Paid upon completion of work and processing of submitted paperwork.
District Chairperson for the Community Health Advisory Team	\$2,100	Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
Clubs that promote equity, diversity, and inclusion	Minimum 9 after school meetings - \$840	Paid upon completion of work and processing of submitted paperwork.
Public performances, displays, or activities that engage students and families in curricular related activities not already delineated in the contract, with prior approval by administration. This includes but is not limited to elementary music (virtual or in person performances), art shows, international night, STEAM night, etc.	CHR - Up to 8 hours per teacher/event (if the time required exceeds 8 hours, then additional hours can be approved at the building level).	Paid upon completion of work and processing of submitted paperwork.

F. Other School Clubs & Activities:

- a. On recommendation of the school principal and approved by the Superintendent.
- b. In the event a principal does not recommend the formation of a club, the denial can be appealed to the Superintendent.
- c. Tenure shall not apply to any or all special duties as assigned by the Board for which extra pay is defined.
- d. In recognition of participation by elementary teachers in those after-school and evening events where teacher attendance is otherwise not obligatory, each elementary teacher shall be compensated at the Contractual Hourly Rate. The building principal shall designate the number of compensated staff members needed for each event. Faculty desiring to participate shall express their preference for assignment to a particular event or function to the building administrator who is responsible for staffing.
- e. If the Club or Activity concludes by the end of a single trimester, payment will be made not later than the second regular payroll after the trimester.
- f. Clubs, Intramurals, and other activities can be held at any school/grade level with principal approval. Sponsors will collect student fees \$25/per student and turn money into the business office. Principals may waive fees for students who qualify for free/reduced lunch. Sponsors for groups that do not collect student fees will not be paid unless agreed upon by the Association and the District. Prom advisor and Homecoming Dance Advisor do not collect fees.

All clubs, intramurals, and other activities will be paid upon completion of work and processing of submitted paperwork.

Clubs/Intramurals	15-25 students	Minimum 9 after school mtgs/events.	\$430
Clubs/Intramurals	26-50 students	Minimum 9 after school mtgs/events.	\$625
Clubs/Intramurals	Over 50 students	Minimum 9 after school mtgs/events.	\$840
6 th Grade Camp		Per season	\$125
Elementary After School Activities		Refer to ¶ (d), above.	Contractual Hourly Rate

5.5 EARLY RESIGNATION INCENTIVE

- A. Any bargaining unit member who submits an unconditional written resignation, to be effective on the final teacher work day of the school year, to the District on or before 4:00 p.m. on the third Friday of March shall be entitled to receive an early resignation payment in the amount of \$3,000 (less employee FICA, tax withholding and other legally required deductions) to be paid to the eligible bargaining unit member not later than the final payroll of that school year.
- B. Resignations of bargaining unit members who submit letters after 4:00 p.m. on the third Friday of March shall not be entitled to receive the early resignation payment.
- C. Resignations submitted must be signed by the teacher, signify the date on which the resignation is submitted, and designate the effective date of resignation as the last teacher work day of the applicable school year, unless the teacher is physically unable to complete the year and resigns earlier.
- D. All resignations satisfying the above requirements must be submitted to the Human Resources office.

6.1 STUDENT DISCIPLINE

- A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians, or other professional persons, or whenever it appears that the presence of a particular student in the class will impede the education of the balance of the class because of disruptions caused by said student, the Board will relieve the teacher of responsibilities with respect of said pupil, upon recommendation of the Superintendent.
- B. The Board shall promulgate rules and regulations setting forth the procedures to be utilized in disciplining, suspending, or expelling for misbehavior. Such rules and regulations shall be distributed to students, teachers, and parents at the commencement of each school year.

6.2 MISCELLANEOUS PROVISIONS

- A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to his Agreement.
- B. Any individual contract between the Board and an individual teacher heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. This Agreement supersedes and cancels all previous written agreements between the Board and the Association and constitutes the entire Agreement between the parties. Any amendment or Agreement supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto. The only exception to this is “Letter of Agreement #6 -- Summer School, 2021” which will expire September 1, 2021.
- D. All teachers covered under this Agreement who participate in the production of tapes, publications, or other produced educational material shall retain residual rights should they be copyrighted or sold by the District.
- E. 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 a provision or application shall be deemed null and void except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- F. Copies of this Agreement entitled “Master Agreement between the Grand Ledge Board of Education and the Eaton County Education Association” shall be distributed electronically by the Association within thirty (30) days after the Agreement is signed and presented to all teachers, administrators, and Board members.
- G. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, even though such subject

or matter may not have been within the knowledge and contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. Matters of common concern may be subject to negotiation during the period of this Agreement upon the request and mutual agreement of both parties.

- H. An emergency manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Government and School District Fiscal Accountability Act, 2011 Public Act 4.

6.3 LEAST RESTRICTIVE ENVIRONMENT AND MEDICALLY FRAGILE STUDENTS

- A. The parties acknowledge that the policy of least restrictive environment is legally mandated. They also recognize that the extent to which any individual handicapped student 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).
- B. 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 qualified person. No bargaining unit member shall be required to provide school health services for any student except in an emergency situation.
- C. Where mandated school health services are necessary to maintain a student in the classroom, 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.
- D. For the purpose of this Article, the term "school health services," shall mean any act or function constituting the "practice of medicine" within the meaning of Section 17001 of the Public Health Code (MCL 333.17001).

7.1 BOARD OF EDUCATION RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitations, all powers, right, authority, duties, and responsibilities conferred upon and invested in it by the laws and the Constitution of the State of Michigan and/or the United States, including, but without limitations to the foregoing, the management and control of school properties, facilities, grades and courses of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

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.

8.1 DURATION OF AGREEMENT

This Agreement shall be effective as of July 1 of 2024, and will expire on June 30, 2028.

FOR THE ASSOCIATION

FOR THE BOARD OF EDUCATION

By: Mr. Mazzy

By: Quire J

By: Mark R. Jones

By: Denise M. DeFod

By: Cassandra Henderson

By: Jon Hughes Glasscoe

By: Benjamin R. Legay

By: Pat J. Selt

By: [Signature]

Dated this 13th day of May, 2024.

APPENDIX I

2024-2025 SCHOOL CALENDAR

AUGUST						
S	M	T	W	T	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

SEPTEMBER						
S	M	T	W	T	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					

OCTOBER						
S	M	T	W	T	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		

NOVEMBER						
S	M	T	W	T	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

DECEMBER						
S	M	T	W	T	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				

JANUARY						
S	M	T	W	T	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	

FEBRUARY						
S	M	T	W	T	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	

MARCH						
S	M	T	W	T	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					

APRIL						
S	M	T	W	T	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			

MAY						
S	M	T	W	T	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

JUNE						
S	M	T	W	T	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					

JULY						
S	M	T	W	T	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		

	Student Full Day		No Students; Teacher PD		Teacher Work Day
	Student Half Day		No Students; Break		Teacher Flex Day

August 20, 2024	***Teacher Flex Day - 6 hours to be completed throughout the year
August 21, 2024	Opening Day -- district kickoff, staff meetings, *work in rooms, & introduction of school improvement work for the year
	Kindergarten Launch PM Session 4pm - 6pm
August 22, 2024	Teacher PD Day (district & bldg level) 8am - 3pm -- Open Houses
	Kindergarten Launch AM Session 9am - 11am
	Open Houses
	Elementary (1-4) -- 5:30 - 7:00 PM
	Intermediate (5-6) -- 4:30 - 6:00 PM
	Middle School (7-8) -- 6:30 - 8:00 PM
August 26, 2024	Teacher PD Day (district and bldg level) 8am - 3pm
	Open House Kindergarten -- 5:00 - 6:30
August 27, 2024	Students Begin School - Full Day
Aug. 30 - Sep. 2, 2024	No Students - Labor Day Weekend
October 1, 2024	High School Conferences (4:30 - 7:30 PM)
October 2, 2024	STUDENT COUNT DAY
October 3, 2024	High School Conferences (4:30 - 7:30 PM)
October 4, 2024	No Students
	K-12 PD 8am - 1:15pm
	K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
October 8, 2024	High School Conferences (4:30 - 6:30 PM)
November 1, 2024	No Students
	K-12 PD 8am - 1:15pm
	K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
November 7, 2024	Middle School (7-8) Conferences (4:00 - 6:00 PM)
	Intermediate (5-6) Conferences (4:00 - 6:00 PM)
November 12, 2024	Middle School (7-8) Conferences (4:00 - 7:00 PM)
	Intermediate (5-6) Conferences (4:00 - 7:00 PM)
November 14, 2024	Middle School (7-8) Conferences (4:00 - 7:00 PM)
	Intermediate (5-6) Conferences (4:00 - 7:00 PM)
November 15, 2024	½ Day for Students
	End First Trimester (K-12)
	K -12 Records (**Professional Hours) PM - 3hrs
November 18, 2022	Begin Second Trimester (K-12)
November 19, 2024	K-12 Records Due 4:00 PM
	Elementary (K-4) Conferences (5:00 - 8:00 PM)
November 21, 2024	Elementary (K-4) Conferences (5:00 - 8:00 PM)
November 27-29, 2024	No Students - Thanksgiving Break
December 3, 2024	Elementary (K-4) Conferences (5:00 - 7:00 PM)

December 2, 2024	No Students; ECSE staff will not be responsible for this PD session, because it is a scheduled ECSE student day K-12 PD 8am - 1:15pm K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
Dec. 23, '24 - Jan. 3, '25	No Students - Winter Break
January 6, 2025	No Students; ECSE staff will not be responsible for this PD session, because it is a scheduled ECSE student day K-12 PD 8am - 1:15pm K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
January 7, 2025	Classes Resume
January 20, 2025	No Students - MLK Day - preserved as a day of service & reflection Teachers Do Not Report
January 14, 2025	High School Conferences (4:30 - 7:30 PM)
January 16, 2025	High School Conferences (4:30 - 7:30 PM)
January 23, 2025	High School Conferences (4:30 - 6:30 PM)
February 5, 2025	STUDENT COUNT DAY
February 14, 2025	No Students K-12 PD 8am - 1:15pm K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
February 17, 2025	No Students - Presidents' Day
February 27, 2024	Middle School (7-8) Conferences (4:00 - 6:00 PM) Intermediate (5-6) Conferences (4:00 - 6:00 PM)
March 4, 2025	Middle School (7-8) Conferences (4:00 - 7:00 PM) Intermediate (5-6) Conferences (4:00 - 7:00 PM)
March 6, 2025	Middle School (7-8) Conferences (4:00 - 7:00 PM) Intermediate (5-6) Conferences (4:00 - 7:00 PM)
March 7, 2025	½ Day for Students End Second Trimester (K-12) K -12 Records (**Professional Hours) PM - 3hrs
March 10, 2025	Begin Third Trimester (K-12)
March 11, 2025	K-12 Records Due 4:00 PM Elementary (K-4) Conferences (5:00 - 8:00 PM)
March 13, 2025	Elementary (K-4) Conferences (5:00 - 8:00 PM)
March 18, 2025	Elementary (K-4) Conferences (5:00 - 7:00 PM)
March 21 - 28, 2025	No Students - Spring Break
March 31, 2025	No Students K-12 PD 8am - 1:15pm K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
April 1, 2025	Classes Resume
May 22, 2025	Seniors (Class of 2025) Last Day; other students continue to June 6

May 23, 2025	No Students K-12 PD 8am - 1:15pm K-12 Teacher PM Comp Time for Evening Conferences (2 hours)
May 26, 2025	No Students - Memorial Day Teachers Do Not Report
June 6, 2025	½ Day for Students / Last Student Day K-12 Records (**Professional Hours) PM - 3 hrs. End of Third Trimester (K-12) Grades for K-12 Due by 3:00 PM
June 6, 2025	GLHS Class of 2025 Graduation @ MSU Breslin Center (7:00 PM) K-12 Flex Time Must be completed by today - 6 hours***

180 Instructional Days / 184 Teacher Work Days for K-12 Teachers

180 Instructional Days, 7 PD Days count as instructional days

48.75 Hours of PD; 38 hours count as instructional time

7 PD days count toward instructional time

Remove 25 monthly PLCs

1 staff meeting per month Sept - May

1 Grade Level / Dept meeting per month Sept - May

Required Online PD Embedded into August 22 or 26 PD; BBP and S&R only

*Any time designated to set up classrooms, prior to the school year, can be done on or off site.

**Time designated as Professional Hours can be done on or off site and does not need to be done during that designated time.

***Flex time - Teachers do not report on flex days. Teachers shall complete 6 hours of Flex Time for each Flex Day in the calendar. Flex time must be completed by the last day of school or graduation (whichever is later). Flex time can include: Open Houses, Orientations, Chaperoning (outside of contractual day), K-Roundup/Launch, Graduation, any other meetings not covered by pay. Teachers who do not complete Flex Time will be docked 6 hours or the amount of time that is not completed.

The parties agree to meet before December 1 each year, to evaluate feedback and determine if any changes are needed to the following school year's calendar. Then the parties will ratify the following school year's calendar by December 15.

APPENDIX II

Grievance # _____ Grand Ledge School District

GRIEVANCE REPORT

Submit to Principal in Duplicate

_____	/	_____	/	_____	/	_____
Building		Assignment		Name of Grievant		Date Filed

LEVEL I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance (including date, time, and place): _____

2. Section of Contract allegedly violated: _____

3. Specific Relief Sought: _____

_____	/	_____	/	_____	/	_____
Signature of		Date		Signature of Grievant		Date
Association Rep.						

C. Position of Grievant and/or Association _____

_____/_____
Signature Date

LEVEL III

A. Date Demand for Arbitration Received by Board _____

Letter of Agreement

Between Grand Ledge Education Association and the Grand Ledge Public Schools Board of Education

Grants Under State School Aid Act Section 27K

In consideration of the mutual covenants below, this Letter of Agreement (LOA) is by and between the Grand Ledge Education Association and the Grand Ledge Public Schools (District) Board of Education (Board) and concerns State funding available under State School Aid Act Section 27k, MCL 388.1627k (Section 27k).

Background:

1. Section 27k allows the District to apply for funding to assist Association bargaining unit members who are eligible participants with student loan repayments.
2. The Michigan Department of Education (MDE) is expected to begin accepting Section 27k applications for 2023-24 funding on February 29, 2024.
3. For any unexpended 2023-24 Section 27k funds, MDE is expected to open a 2024-25 application cycle.
4. Schools are required to use Section 27k funds to implement a student loan repayment program in accordance with MDE guidelines.
5. Pursuant to such a program, the District must verify certain employee information and must obtain certain employee certifications.
6. The parties desire to establish a Section 27k program to obtain Section 27k funding for eligible participants while minimizing the District's potential legal liability in implementing the program (Program), and the provisions below reflect that Program.

The Parties Agree:

1. The District will apply for Section 27k funding during the 2023-24 application cycle and, if applicable, during the 2024-25 application cycle.
2. A bargaining unit member (Member) will only be included in a District Section 27k funding application if (A) the District determined that the Member is an eligible participant as defined in MCL 388.1627k(8)(b) (Eligible Participant), (B) the Member provides the District Superintendent or designee with any information and documents requested by the District to fully complete the application process and to comply with MDE guidelines, as determined by the District, and (C) the Member signs and dates and provides the District Superintendent or designee the Employee Certification Form in Attachment A before the start of the applicable application cycle.

3. The District will distribute Section 27k funding received from MDE to each applicable Member in equal monthly payments until Section 27k funding received by the District is exhausted or until the Member's federal student loan is paid off, whichever occurs first – up to \$200 per month, or if the District is assigned to band 6 in the opportunity index in MCL 388.1631z, up to \$400 per month.
4. The District shall have the right to discontinue Section 27k funding to a Member if it determines that the Member (A) is not an Eligible Participant, (B) fails to timely provide any information and documents requested by the District to confirm Eligible Participant status, or (C) fails to timely complete required certifications in the Employee Certification Form.
5. The parties approve the Internal Revenue Code Section 127 plan in Attachment B to avoid taxability of Section 27k funding.
6. If the grantor makes a change to the grant qualifications or grant funds are reduced or eliminated, the District is held harmless and is not liable for any resulting impact on the employee.
7. The Program and this LOA shall expire on July 1, 2025 or when the District distributes all Section 27k funds received by the District for the 2023-24 application cycle, whichever is later. Notwithstanding the preceding sentence, if there is a Section 27k 2024-25 application cycle, then this LOA shall expire on July 1, 2026 or when the District distributes all Section 27k funds received by the District for the 2024-25 application cycle, whichever is later.
8. This LOA is not intended to set a precedent and shall not be used as any evidence of a policy or practice.
9. This LOA is an amendment to the CBA. If at any time MDE determines and notifies the District that a Member is not eligible to receive Section 27k funding, the District may recoup an amount equal to such funding from the Member's paychecks to the extent permitted by law.
10. Once signed by each party, this LOA will be effective immediately.
11. This LOA may only be amended in writing by an authorized representative of each party.

For the Board



Signature

William Barnes

Printed Name

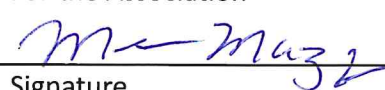
Superintendent

Position

Date

4/11/24

For the Association



Signature

Melissa Mazzola

Printed Name

GLEA president

Position

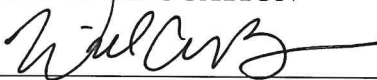
Date

4/11/24

**MEMORANDUM OF UNDERSTANDING
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
GRAND LEDGE EDUCATION ASSOCIATION/ MEA/NEA**

1. This Memorandum of Understanding (MOU) is developed, approved, and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of the MOU is to explain how and why teachers with no experience hired in 2020 were placed on step five and to clarify the agreed upon intent of the step corrections agreed upon by the District and the Association.
3. In 2020, the District and Association anticipated removing steps 1-4 in the upcoming contract negotiations. Teachers with no experience were hired on step 5 in anticipation of removing steps 1-4. As a result of the Covid-19 pandemic, the District and Association agreed to a one-year contract and removed only one step resulting in teachers with no experience being advanced four steps.
4. In 2021, the District and Association agreed to remove steps 2-5, renumber the steps starting at one, and place all teachers previously on steps 1-5 on step 1. This resulted in teachers hired in 2020 with no experience being placed one step lower than their years of experience with the District.
5. Teachers hired in 2020 with no experience who are one step behind their years of experience in the District will be corrected to their correct step in the 2027-2028 school year in accordance with the 2024-2028 Master Agreement plan.
6. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement step correction plan and agree the terms of this MOU are part of that agreement.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 5/13/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 5/13/24

**LETTER OF AGREEMENT #1
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Athletics portion of Schedule B

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The following steps will replace the steps located in 5.4.B on page 43:

Step	Non-GLPS teacher	GLPS teacher
1	\$35,624	\$37,049
2	\$37,049	\$40,255
3	\$38,652	\$45,421
4	\$40,255	\$51,299
5	\$41,858	
6	\$43,461	
7	\$45,421	
8	\$47,380	
9	\$49,339	
10	\$51,299	
11		\$59,640 *Legacy Step Only

3. The following table will replace the table located in 5.4.B on page 44:

Sport	Head Varsity Coach Percentage	Assistant Coach Percentage	
BASEBALL	10%	6% (2)	
GIRLS' BASKETBALL	12%	7% (2)	
BOYS' BASKETBALL	12%	7% (2)	
CROSS COUNTRY	9% (2)	4% (1)	
FOOTBALL	12%	7% (7)	


BOYS' LACROSSE	10%		
GIRLS' LACROSSE	10%		
GYMNASTICS	9%		
BOYS' GOLF	9%		
GIRLS' GOLF	9%		
BOYS' SOCCER	9%	6% (2)	
GIRLS' SOCCER	9%	6% (2)	
SOFTBALL	10%	6% (2)	
GIRLS' SWIM & DIVE	9%	5% (2)	
BOYS' SWIM & DIVE	9%	5% (2)	
STRENGTH	5% Per season (3)		
BOYS' TENNIS	9%	6% (1)	
GIRLS' TENNIS	9%	6% (1)	
TRACK	10% (2)	6%(4)	
VOLLEYBALL	10%	6% (2)	
Boys/Girls WRESTLING	12%	7% (3)	
SIDELINE CHEER	6%	4% (1)	
COMP CHEER	6%	4% (1)	
Boys/Girls Bowling	4%		
MS 8TH FOOTBALL	4% (2)		
MS 7TH FOOTBALL	4% (2)		
MS 8TH BASKETBALL	4% (2)		
MS 7TH BASKETBALL	4% (2)		
MS 8TH VOLLEYBALL	4% (2)		

MS 7TH VOLLEYBALL	4% (2)		
MS TRACK	5%	4% (1)	3% (3)
Boys/Girls MS WRESTLING	4%	3% (2)	
MS CROSS COUNTRY	4%	3% (1)	
MS Competitive Cheer	4%		

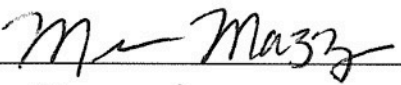
Note: MS is middle school in the table above.

4. If there are not enough assistants to fill a coaching staff for a sport, then the additional money can be divided amongst the coaching staff. The decision on how the money will be divided will be mutually agreed upon by the coaches and the Athletic Director with a written agreement.
5. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 
 Its: Superintendent
 Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 
 Its: President
 Date: 8/29/24

**LETTER OF AGREEMENT #2
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Compensation: MA+20 and Schedule B – NTHS & Other Clubs & Activities

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association") to agree on terms and conditions of evaluation of teachers.
2. Salary Schedule: Article 5.2 Section E to read as follows (with a & b remaining the same and the addition of c):
 - E. MA+20 requirements
 - a. All credits towards the MA+20 lane change shall occur after the teacher receives a Masters degree and must be graduate-level classes from an accredited university.
 - b. All coursework for lane changes must be applicable to current or potential teaching positions and approved by superintendent or designee.
 - c. If a specific Master's degree or program requires more than 36 credits, then credits beyond the first 36 would count towards the MA+20 lane.
3. Article 5.4 Section E: School Sponsored Clubs
NTHS will be a school-sponsored club. The advisor for NTHS will be paid \$2,100. Paid in teachers' regular paychecks for the duration of their pay cycles (20 or 24 pays).
4. Article 5.4 Section F: Other Clubs and Activities
Sponsors will collect student fees of \$30 per student and turn the money into the business office to be placed into a general "other school clubs and activities" account. Advisors who turn in fees will be paid out of this account upon completion of work and processing of submitted paperwork.

Additional money collected or fundraised by a club will be put into their club activity account. This money will be submitted to the business office.

5. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

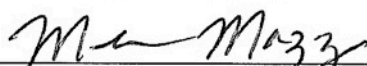
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 8/29/24

**LETTER OF AGREEMENT #3
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Contract Language Clean Up - Hayes & High School

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association") to agree on terms and conditions of evaluation of teachers.
2. High School Yearbook and High School Leadership Class Size - For these courses, the teacher can request to have up to 40 students participate. This request can be made to the principal in the spring so it can be done as part of the master schedule.
3. Regarding Hayes Enrichment and Special Education Teachers, Article 3.5 - Teaching Hours - Section D, c, iii will be changed to read, "Special Education teachers are not required to teach enrichment because enrichment time should be used for caseload management and meeting with students. If a Special Education teacher and building principal agree to assign the special education teacher to an enrichment, they will be paid the stipend for each trimester they teach enrichment; however, they are still responsible for caseload management and meeting with students at other times throughout the day."
4. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

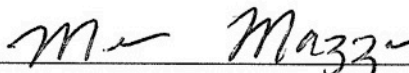
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 8/29/24

**LETTER OF AGREEMENT #4
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Personal Property Damage

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association") to agree on terms and conditions of evaluation of teachers.
2. If a teacher's personal property, used in an appropriate educational context, is damaged by a student, the administration will seek restitution in accordance with student handbooks and board policies from the party that caused the damage. This may include the need to file a police report. Each instance of damage will be assessed by the administration and handled on a case-by-case basis. The district will reimburse the teacher for the property, unless the teacher's insurance will cover the damage. In the case the teacher's insurance covers the damage, the district will reimburse the deductible. Should the outcome of the reimbursement process not be agreed upon by the district and teacher affected, then a small group including GLEA President, GLEA Vice President, CFO, and Superintendent will meet to resolve the issue.
3. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

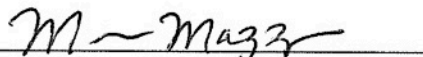
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 8/29/24

**LETTER OF AGREEMENT #5
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Teacher Evaluation

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association") to agree on terms and conditions of evaluation of teachers.
2. The district will adopt the Marzano evaluation tool starting in the 2025-2026 school year. During the 2024-2025 school year, a team comprised of teachers and administrators will meet monthly to map out the transition, training, and logistics of the change. The team of teachers will be chosen by GLEA in collaboration with administration.
3. For 2024-2025, tenured teachers will be on a triennial evaluation process that aligns with law (including those who were rated "effective" or "highly effective"). Starting in the 2024-2025 school year, those eligible tenured teachers will be split into three groups in collaboration with GLEA and administration to be on a rotating schedule.
4. During an evaluation year, a teacher not on an IDP will receive one formal scheduled observation, one formal unscheduled observation, and one informal unscheduled observation. Each observation will be followed by written feedback, and the formal observation will be followed by a feedback meeting within 30 calendar days of the observation. A teacher may not have more than two observations in the same trimester during the school year, and no more than one observation may occur in the third trimester. There will be no observations later than April 30.
5. The administrator will review the teacher's lesson plans, the state curriculum standard(s) in the lesson, and student engagement for each formal observation. For scheduled formal observations, the teacher will provide lesson plans at the time of the evaluation. Teachers will have a minimum of five school days to provide lesson plans after unscheduled formal observations.
6. Building goals will be made in collaboration with the school leadership team (department chairs, grade level leads, etc.) in that building. Individual goals are developed by the school administrator conducting the evaluation in consultation with the teacher.
7. Teachers may use data from a combination of proof for student growth to include standardized testing, long term goals set annually by grade/department level teachers. Upon mutual agreement between teacher and evaluator, and after considering MDE guidelines (student attendance rates, student mobility, teacher mobility, exceptional student-related circumstances, invalid test result), the teacher may eliminate student(s) from student progress in these rare circumstances.
8. Teachers shall be trained on a new evaluation tool as required by law. Teachers new to the district and hired before the beginning of the school year will be trained on the evaluation tool before school starts. Teachers hired mid-year will be trained on the evaluation tool within 30 school days of hire. Teachers who have already been trained on that evaluation tool may opt into that training if they choose to. Training will occur during contractual time unless the teacher elects to participate in the training outside of contractual time without additional pay.

9. If an evaluator notes a deficiency (as defined by the evaluation tool) in instruction in a year in which a tenured teacher is not being evaluated, then the evaluator will notify the teacher of the deficiency in writing, and the teacher, in consultation with the evaluator, will submit a plan with measurable goals to address the deficiency within 30 days of the notice. If the deficiency is not corrected within the timeline outlined in the plan, the evaluator may place the teacher on an IDP and evaluate the teacher annually.
10. The evaluator will develop an individualized development plan (IDP) with performance goals in consultation with the teacher and provide training, coaching, professional development, (during contractual time or contractual hourly rate) or other resources designed to improve the teacher's effectiveness for probationary teachers, teachers rated minimally effective, ineffective, developing/needing support, or where performance deficiencies are noted in teacher's performance. A mentor teacher will be assigned in collaboration with the teacher if the teacher desires outside assistance. A midyear progress report with at least two classroom observations conducted will be completed and shared no later than January 31.
11. All teachers have the right to submit a rebuttal to their evaluation, included in their personnel file, and attached to their evaluation.
12. Tenured teachers may appeal any non-compliance with the evaluation process, including consideration of evidence provided by the teacher as part of the evaluation process, using the grievance procedure up to and including arbitration provided the parties participate in mediation at least 30 days before arbitration. The final rating of a teacher cannot stand alone as the subject of a grievance, unless provided by law; however, it may be appealed to the superintendent. Probationary teachers may challenge the evaluation process or rating to the superintendent.
13. A tenured teacher who is rated as "needing support" shall have the following due process rights to challenge said rating:
 - a. The teacher may request a review meeting of the evaluation and the rating to the district's superintendent. Such request must be made in writing within 30 calendar days after the teacher is informed of the rating and a meeting with the superintendent shall be held no later than five (5) days after receipt of the request for review. A written response to the review meeting with any modifications of the year-end performance rating shall be provided to the teacher within thirty (30) calendar days after the meeting.
 - b. If the written response does not resolve the matter, the teacher or the Association may request mediation through the Michigan Employment Relations Commission and provide a copy of that request to the administration.
 - i. The request must be submitted in writing with thirty (30) calendar days after the teacher receives the written response from the superintendent.
 - ii. Within fifteen (15) calendar days of receipt of the request for mediation, the district shall provide a written response to the teacher and the Association confirming the mediation will be scheduled as appropriate.

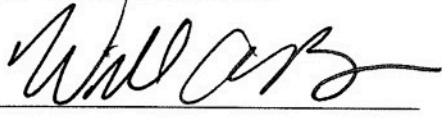
A tenured teacher who receives two (2) consecutive ratings of "needing support" may demand to use the grievance procedure.

14. If the provisions of MCL 380.1249 (including due process rights for a tenured teacher needing support) change, then the parties agree to reopen this part of the contract in order to ensure that practices adhere to current law.
15. The parties agree to amend article 1.1.B. to include tenured teachers that received tenure from another MI public school district or ISD that are new to GLPS will be considered probationary for the first two years of employment. Upon completion of the two years of employment with the District in a

bargaining unit position outside the coverage of the Teachers' Tenure Act, the bargaining unit member shall be treated as a tenure teacher for the purposes of administering and applying this Agreement.

16. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

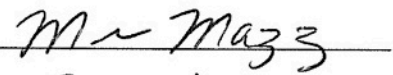
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 8/29/24

**LETTER OF AGREEMENT #6
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

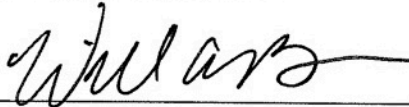
Re: Teacher Discipline

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association") to agree on terms and conditions of evaluation of teachers.
2. Discipline is defined as oral warning, written warning, written reprimand, suspension without pay, and termination of employment for misconduct, insubordination, incompetence / poor performance, or dereliction of duty. Non-renewal of a probationary teacher's contract in accordance with the tenure act is not discipline.
3. Teachers may be disciplined for a reason that is not arbitrary and capricious, which means that the district must provide a reasoned explanation for the disciplinary action that is supported by evidence.
4. The District shall offer Association representation during a meeting that could result in discipline. If an employee is offered representation and declines, they may request representation at any time. The Association Representative shall be informed of the subject matter of any meeting a bargaining unit employee is required to attend in advance of the meeting and shall be permitted to meet privately with the employee in advance of such a required meeting. The employee shall be entitled to the specific representative of their choice, but if that person is not immediately available, the meeting will not be unreasonably delayed (as defined below). The meeting will be rescheduled within two school days, or seven calendar days if it falls during summer break.
5. The district may in its discretion investigate complaints submitted against a teacher. If the matter is investigated, the teacher will receive notice of the allegations against the teacher and an opportunity to respond to the allegations. If disciplinary action is taken, it must be in writing and retained in the teacher's personnel file. The teacher may submit a rebuttal statement to the discipline. The complaint will not be put in the personnel file unless it is directly related to discipline.
6. The district will implement discipline that is proportionate to the seriousness of the misconduct. Before issuing discipline, the district will conduct an investigation of the alleged misconduct, and the employee will have an opportunity to respond to the allegation(s). A disciplinary decision must be supported by a preponderance of the evidence. The discipline must be progressive in nature and have a rational relationship to the established misconduct or inappropriate behavior. The district will consider the time between disciplinary actions when implementing discipline.
7. Discipline that is four years or older will not be considered for disciplinary action unless it is unprofessional conduct.

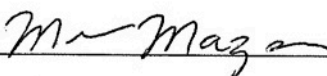
8. In the event a bargaining unit employee is disciplined and the nature of the event does not fall within the evaluation tool parameters, it will not be added to the evaluation.
9. Discipline within and across buildings shall be consistently applied unless a reasoned explanation supports a different disciplinary action or no disciplinary action.
10. Any discipline can be appealed to the HR Director. If the appeal to the HR Director is unsatisfactory, then the teacher may apply the grievance procedure. Probationary teachers may only escalate the issue up to level 3 (mediation). Tenured teachers may escalate the issue up to level 4 (arbitration) unless it falls under the tenure act.
11. Tenured teachers must bring any appeal of disciplinary action that constitutes a demotion or discharge under the tenure act through the procedure established under the tenure act.
12. Article 1.3 Grievance Procedure Section C, f.
 Replace Level 3: Arbitration with Level 3: Mediation - If the grievant is not satisfied with the disposition of the grievance, or if no disposition has been made by the superintendent in the time provided, the Association will submit the grievance to mediation through the Michigan Employment Relations Commission or another mutually acceptable forum for alternative dispute resolution.

 Move Arbitration to Level 4. Level 4: Arbitration – If the Association is not satisfied with the disposition of the grievance at Level Three (Mediation), or if no disposition is made in the period above provided, the Board shall be notified in writing by the Association within five (5) days that arbitration of the grievance is necessary. If the parties cannot mutually agree upon an arbitrator within fifteen (15) days of notice to arbitrate, he/she/they shall be selected by the American Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding.
13. If a personnel file is FOIA'ed, then the district will notify the employee and the Association that the FOIA was received.
14. Discipline that is four years or older (other than unprofessional conduct) will be temporarily removed from the file prior to disclosure under FOIA, as permitted by law.
15. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 
 Its: Superintendent
 Date: 8/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 
 Its: President
 Date: 8/29/24

**MEMORANDUM OF UNDERSTANDING #2
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Parental Leave & Unpaid Leave of Absence - Step Advancement

1. This Memorandum of Understanding (MOU) is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of the Memorandum of Understanding is to explain how step increases will occur when parental leave and unpaid leaves of absences are combined for a full school year of leave.
3. If a teacher begins the school year on parental leave, followed by an unpaid leave of absence for the remainder of the school year, then the teacher will not advance a step in that year, in which they are not working. Upon return to work in the following school year, the teacher will advance a step.
4. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement and agree the terms of this MOU are part of that agreement.

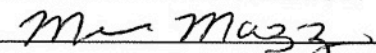
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 9/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 9/20/24

**LETTER OF AGREEMENT #7
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

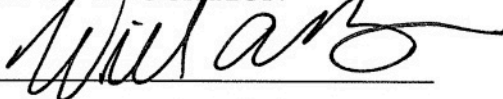
Re: Lane Change - Reporting Dates & Payment Dates

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. This LoA will amend and replace Article 5.3, Salary Schedules, Section B to be as follows:

All eligible teachers for the 2024 - 2028 Master Agreement shall advance a step and are eligible for lane changes. Lanes will be awarded for transcripts received on or before the 4th Monday in August of each year, on the first pay in September. Lanes will be awarded for transcripts received on or before the 4th Monday in January of each year, on the first pay in February.

3. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

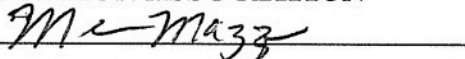
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 9/27/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 9/20/24

**LETTER OF AGREEMENT #8
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Teacher Placement and Decisions on Layoff, Recall, Hiring, and Position Elimination

1. This Letter of Agreement is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the “District”) and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the “Association”) to agree on terms and conditions of evaluation of teachers.
2. Seniority - Change “Date of Hire” in seniority section to “Seniority Date of Hire”. Beginning September 1, 2024, “Seniority Date of Hire” will be determined by the date when the teacher signs their letter of intent with the District. Any ties on “Seniority Date of Hire” will be broken by a draw process. The draw process will be conducted at a mutually agreed upon time and place for the District and the Association.

Vacancies:

3. The District and Association agree that the goal is to employ the best qualified individual for any District vacancy at any level. Vacancies shall be announced, and all members of the professional staff shall be eligible for consideration for any District vacancy, providing they are properly qualified.
4. A vacancy is an unassigned, open position OR a newly created position within the bargaining unit, which the district intends to fill. Departments or grade levels within a building may restructure positions before a vacancy is created. Restructuring of a department or grade level will be done in collaboration with the building principal, the department chair or grade level lead (or special education lead), and the department or grade level members to determine what position will be posted. Building administrators are responsible for building the master schedule and determining vacancies.
5. When posting a position, the District will provide the information via email to certified staff with a job description. Vacancies will be posted for five (5) days internally. This may occur concurrently with external postings. After August 15, the posting timeline will be shortened to three (3) days; the posting timeline returns to five (5) days beginning October 1. Within 15 regular days of the first student day, all positions will be posted simultaneously internally and externally, and all candidates will be considered at the same time.
6. Internal candidates will be awarded the position, as long as they are qualified, prior to considering external candidates. Qualified is determined using the following criteria:
 - The effectiveness of teachers as measured under the District’s performance evaluation system developed under Section 1249 of the School Code, or as otherwise collectively bargained, must be used as a factor for personnel decisions.
 - The teacher's length of service in a grade level or subject area.
 - The teacher's disciplinary record.

- Relevant special training. This factor may be based on completion of relevant training, other than the professional development or continuing education, which is required by the employer or by State law, and the integration of that training into instruction in a meaningful way.
- Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
- The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of the teacher's subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating and managing a classroom; and consistent preparation to maximize instructional time.
- The teacher's management of the classroom, manner and efficacy of disciplining students, rapport with parents and other teachers, and ability to withstand the strain of teaching.
- When all criteria listed above are considered equal amongst the potentially affected teachers, the position will be awarded to the teacher with the most seniority.

From August 15 through the end of the school year, internal movement can be postponed by the administration for up to 30 calendar days, unless both the teacher and administrator agree otherwise.

Internal candidates will be awarded the position, as long as they are qualified, after the internal candidate interviews with the receiving building administrator.

Human Resources must consent to allow internal candidates with a minimally effective, developing, ineffective, or needs support rating on their most recent evaluation to be awarded a vacancy within the District.

A qualified teacher on a performance-related Individual Development Plan (IDP) may only be awarded a transfer between buildings with the consent of both building principals and Human Resources.

7. External candidates must be interviewed by a committee that includes a building administrator and teachers relevant to the grade level, subject, and/or department. The building administrator will take the committee's recommendation into account when choosing a candidate for the vacancy. Human Resources may be involved as well.
8. Involuntary transfers may be made for a reason that is not arbitrary or capricious.

Staff Reduction/Layoff/Recall:

9. The District and Association agree that the goal is that all personnel decisions shall be based on retaining effective teachers in situations involving a staffing or program reduction or any other personnel decision resulting in the elimination of a position, as well as for hiring after such reductions/position eliminations or recall to vacant positions. The District shall not utilize length of service as the sole factor in personnel decisions.

This shall not operate or be applied to retain or recall a teacher whose most recent performance evaluation contains an overall rating of minimally effective, developing, ineffective, or needing support in preference to any properly certified and qualified teacher with a higher effectiveness rating as reflected in that teacher's most recent performance evaluation. This also shall not operate or be applied to retain or recall a probationary teacher who has received a rating of either minimally effective, developing, ineffective, or needing support, in preference to any properly certified and qualified teacher

with a higher effectiveness rating. A probationary teacher who is rated as effective is not subject to displacement under this policy by a tenured teacher solely because the other teacher has attained tenure under the Teachers' Tenure Act.

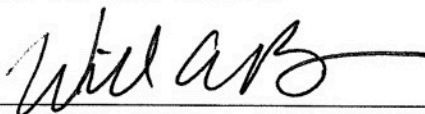
The following criteria shall be used for personnel decisions in relation to staff reductions, layoffs, and recalls:

- The effectiveness of teachers as measured under the District's performance evaluation system developed under Section 1249 of the School Code, or as otherwise collectively bargained, must be used as a factor for personnel decisions.
- The teacher's length of service in a grade level or subject area.
- The teacher's disciplinary record.
- Relevant special training. This factor may be based on completion of relevant training, other than the professional development or continuing education, which is required by the employer or by State law, and the integration of that training into instruction in a meaningful way.
- Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
- The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of the teacher's subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating and managing a classroom; and consistent preparation to maximize instructional time.
- The teacher's management of the classroom, manner and efficacy of disciplining students, rapport with parents and other teachers, and ability to withstand the strain of teaching.
- When all criteria listed above are considered equal amongst the potentially affected teachers, the position will be awarded to the teacher with the most seniority.

10. Staff laid off in the last two years will be recalled to a vacancy before external candidates are considered using the above criteria.

11. This letter of agreement shall become effective upon the execution by the District and the Association. It is expressly understood and agreed that this Letter of Agreement does not establish a binding working condition, or obligation of either party after June 30, 2028 at its term shall expire on that date.

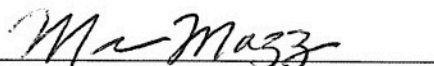
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 10/15/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 10/15/24

(M) *UB*

MEMORANDUM OF UNDERSTANDING #2 #3
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA

Re: Years of Service for Longevity

1. This Memorandum of Understanding (MOU) is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of this Memorandum of Understanding is to clarify years of service as it relates to 5.3.D Longevity.
3. Years of service for longevity means school years completed with the District, regardless of position – not just in the GLEA unit.
4. Working a school year in a part-time position means you completed a year of service as it relates to longevity.
5. A full year of service for longevity requires a teacher to have worked at least half of the work days for their positions.
6. Longevity years of service for each teacher will be an additional piece of information provided in the seniority list.
7. Beginning in the 2025-2026 school year, the seniority list will be released by the end of October (changing 2.4.A.i) and reflect seniority years of service and longevity years of service as of June 30 of the previous school year. In December (changing 2.4.A.j), the Board shall provide an updated seniority list which includes any adjustments made during the objection period.
8. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement and agree the terms of this MOU are part of that agreement.

**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: *Will Arb*

Its: *Superintendent*

Date: *10/30/24*

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: *Ms. Mazzor*

Its: *President*

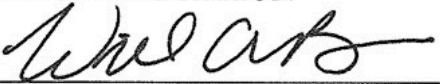
Date: *10-30-24*

**MEMORANDUM OF UNDERSTANDING #4
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Evaluation Levels Language Change

1. This Memorandum of Understanding (MOU) is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of this Memorandum of Understanding is to clarify the new evaluation language as it applies to the contract.
3. In the contract, all language referring to an evaluation rating of "ineffective", will now be replaced with an evaluation rating of "needing support"
4. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement and agree the terms of this MOU are part of that agreement.


**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 10/30/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

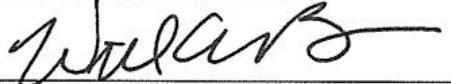
Date: 10/30/24

**MEMORANDUM OF UNDERSTANDING #5
BETWEEN
GRAND LEDGE PUBLIC SCHOOLS
AND
EATON COUNTY EDUCATION ASSOCIATION/
GRAND LEDGE EDUCATION ASSOCIATION, MEA/NEA**

Re: Workers Compensation Clarifications

1. This Memorandum of Understanding (MOU) is developed, approved and executed between the Grand Ledge Public Schools Board of Education (the "District") and the Eaton County Education Association/Grand Ledge Education Association, MEA/NEA (the "Association").
2. The purpose of this Memorandum of Understanding is to clarify procedures for workers compensation when a teacher needs to take days between the qualifying injury and the initiation of workers compensation.
3. On the day of the qualifying injury, the employee will go to occupational health and utilize a district paid day. If the doctor puts the employee off of work due to injury, the district will pay for the days until 4.6e of the collective bargaining agreement applies.
4. The parties agree that this MOU clarifies the intent of the 2024-2028 Master Agreement and agree the terms of this MOU are part of that agreement.

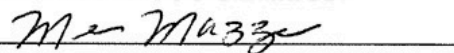
**GRAND LEDGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

By: 

Its: Superintendent

Date: 10/30/24

**EATON COUNTY EDUCATION
ASSOCIATION/GRAND LEDGE
EDUCATION ASSOCIATION**

By: 

Its: President

Date: 10/30/24