

Financial Summary

	Dollar Amount
2024/25 Steps	\$ 183,000.00
2025/26 Steps	\$ 271,000.00
1,000 One Time Year 1 and 2	\$ 334,000.00
Elimination Steps 1-3	\$ 86,500.00
Longevity reconfiguration	\$ (90,000.00)
Union release time reduced from teaching ½ day to 1 hour of release	\$ (75,000.00)
Total Package	\$ 709,500.00

Board Proposals Include

- I. Agree on continued \$45.00 per hour for class coverage and additional duties
- II. Adjustment of attendance impact on evaluations from 4 days in the 2023/24 school year to 12 days in the 2024/25 school year.
- III. The agreement is to deduct union dues from CEA members paying dues.
- IV. Proposal of an alternative insurance plan that could save members \$100-\$200 per pay as well as reduce the deductible by 90% for members choosing the alternative plan.
- V. With the proposal, members would get earned steps as well as a 1-month retro on these steps.
- VI. With the proposal, steps 1-3 in the salary schedule would be eliminated and CEA members on those steps would move to step 4 of the salary schedule. As stated in V all other members would move up a step so only teachers at steps 1-3 would be on step 4.
- VII. The proposal is for a three-year contract and in the third year there would be a wage opener.

Sample Impact: A teacher with a master's degree and on step 6 would see the following impact of the proposal and choose an alternative insurance plan.

\$ 59,000.00 Current Salary

\$ 4,800.00 Insurance Savings with Alternative Plan

\$ 3,600.00 Insurance Deductible savings with new Alternative Plan

\$ 1,000.00 One-time off-schedule payment

\$ 260.00 Retro Pay for 1-month

\$ 2,600.00 Step Increase

\$ 71,260.00 New Salary with Additional Savings from Insurance

**Clintondale Community Schools Board of Education Negotiations with Clintondale
Community Schools
Combined Financial and Non-Financial Proposals
~~Off the Record Mediation Proposal~~ Table Proposal
December 16, 2024**

Meeting of the Minds

Preamble

Article II – Association, Board, and Teacher Rights

Article VI – Teaching Conditions

Article XIII – Sabbatical Leave

Article XV – Academic Freedom

Article XVII – Annexation, Consolidation, or other Reorganization of the District

Article XVIII – Inclement Weather

Article XXII – Special and Student Teaching Assignments

Article XXIV – Grievance Procedure

Article XXV – In-Service Professional Education

Article XXVI – Curriculum

Article XXVII – School Improvement Plan

Article XXVIII – Mentor Teachers

**Maintain Contract Proposal
from
November 13, 2024**

- Article I - Recognition
- Article III – Payroll Deductions
- Article V – Special Education
- Article VII – Department Chairpersons
- Article VIII – Professional Qualifications and Assignments
- Article X - Seniority and Certification
- Article XI – Illness or Disability
- Article XIV – Unpaid Leaves of Absence
- Article XIX – School Calendar
- Article XXIII – Student Discipline
and Teacher Protection
- ~~Article XXIX – Grade Change Procedure~~
- Article XXX – Duration of Agreement
- Appendix B-2 Miscellaneous
- Appendix B-3 Longevity Pay
- Appendix B-4 Salary Schedule for Special Areas
- Appendix C – Language Limited to
Nonteaching Professional Staff

Proposals

Article IV – Teachers' School Day	See attached.
Article IX – Teacher Placement and Layoff/Recall	See attached.
Article XII – Professional, Personal, and Association Leave	See attached.
Article XVI – Personnel File, Evaluation and Teacher Discipline	See attached.
Article XX – Professional Compensation	See attached.
Article XXI – Insurance Protection	See attached.
Appendix B-1 Salary Schedule	See attached.
Appendix B-5 Salary Schedule – Extra Curricular Activities	See attached.

Nothing in this proposal should be regarded as indicating that the Board is refusing to bargain over any mandatory subject of bargaining under the Public Employment Relations Act.

If the Board does not respond to a proposal, then the proposal is rejected.

The Board of Education reserves the right to amend, modify or withdraw any aspect or component of this proposal based on changes in those conditions or in response to any future statutory enactments that pertain to any of the matters addressed herein. This proposal is conditioned on the Association's withdrawal of all pending arbitration cases and any grievances filed by the Association.

ARTICLE IV – TEACHERS' SCHOOL DAY

- A. The regular school day for teachers shall not exceed seven and one-quarter (7 1/4) consecutive hours. The regular teachers' school day will begin not less than ten (10) minutes before the start of the students' day and will end no earlier than ten (10) minutes after the end of the students' day, and will include classroom instruction time, planning and conference time, general supervision of students' time, lunch time, and travel time (for those who teach in more than one building in one day). "During the ten (10) minutes before school starts, this time will be used to meet and greet students and assist as needed.

If the Middle School uses the "Teamed" Concept of teaching, each teacher shall be assigned only five (5) teaching periods, a Team planning period, and a personal planning period per day. In that case, the September 1986 Letter of Intent (Middle School Preparation Period/Reporting Time), shall be considered invalid.

The personal planning period in the Middle School at the end of the day may be taken at home and the teachers may leave ten (10) minutes after the students are dismissed. In an attempt to reduce the planning period deficiency, the staff and building administrators will meet to discuss the possibilities involved in working out a solution. (Per August 5, 2003 Letter of Clarification Middle School Teachers' Day.)

If the Middle School uses a traditional concept of teaching or reverts from the "Teamed" concept to a traditional concept, each teacher shall be assigned five (5) teaching periods per day. In that case, the September 1986 Letter of Intent (Middle School Preparation Period/Reporting Time), shall be considered valid.

The Board agrees to schedule a five (5) teaching period day for teachers in the High School.

The preparation/conference period will be equivalent in length to a normal class period at the High School and Middle School. There will be a daily forty-five (45) consecutive minute preparation period at the Elementary Schools. This Elementary preparation period will be scheduled, in most instances, at the end of the teachers' contact time with students.

These teachers may leave ten (10) minutes after the students' dismissal rather than remain in school to complete their scheduled preparation period at the end of the school day. Due to increased instructional time at the Elementary Schools/Middle School and an inability to provide a full planning period at the Middle School, these teacher days will coincide with the student day. It is not the intention of the Board, however, in making these allowances to interfere with the ability of the principal of the school to schedule staff meetings and parent conferences during the regularly scheduled preparation periods.

The duty-free lunch period will not be less than thirty (30) minutes for all teachers.

No teacher shall be required to supervise more than one (1) of the two (2) recess periods.

- B. Consultants (all counselors, social workers, psychologists, teacher consultants, speech therapists) and teacher specialists will receive preparation/conference time comparable to other classroom teachers working at their grade level.
 - C. Any teacher who agrees to cover a class or portion of a class during his/her regular school day shall be paid in addition to his/her regular salary (See Appendix B-4 – Salary Schedule for Special Areas) the amount of Eleven Dollars and Twenty-five cents (\$11.25) for each fifteen (15) minute segment; and any teacher who teaches any class in addition to his/her regular salary (Appendices B-4) an amount equal to one-sixth (1/6) of said salary.
 - D. Teachers shall not be required to attend more than three (3) evening meetings per year not to exceed two (2) hours. Evening parent/teacher conferences shall be classified as evening meetings. There is a maximum of two (2) parent/teacher conferences and meet the teacher/curriculum night is not considered a parent/teacher conference.
 - E. Teacher specialists, who will be made available a minimum of thirty (30) minutes per class per week to assist elementary teachers, shall be defined as teachers who instruct the entire class in a specific subject, such as art, vocal music, reading, physical education, and library skills.
- In order to comply with the State mandated increase in instructional number of school days commencing with the 1999-2000 school year, it is agreed that a 30 hour per week (based on normal 5-day school week) and 181 day per year elementary teacher/student contact schedule will be maintained by the hiring of three (3) elementary teacher specialists on or before the 1999-2000 school year.
- Elementary classroom teachers will consult with teacher specialists for the teaching and utilization of necessary skills and activities to be taught. Classroom teachers shall not be expected to remain in the classroom with the specialist. The teacher is expected to return to the classroom prior to the end of the special activity.
- F. A teacher engaged during the school day in any grievance hearing or arbitration shall be released from regular duties.
 - G. Teachers may be required to attend a faculty meeting one half (1/2) hour before the school day begins or one-half (1/2) hour after the school day ends each week or one (1) hour every two (2) weeks. Teachers will be given a minimum of two (2) days' notice of the intent to hold a one (1) hour faculty meeting unless an emergency dictates otherwise.
 - H. At the discretion of the appropriate secondary school principal, the work year for secondary school counselors may be extended by up to a total of ten (10) workdays before the start and end of the school year. Counselors who provide this extra work will receive additional compensation at their per diem rate.
 - I. CLASS PERIOD – SECONDARY - A teacher may be assigned to provide instruction in more than one (1) course in the same class period, subject to the following terms:

1. This provision applies only to the following subject areas: CTE (Culinary Arts, Media/Digital Arts, Performing Arts) and World Languages;
2. A teacher will not be assigned to provide instruction in more than two (2) courses within one (1) class period;
3. If two (2) courses are scheduled within one (1) class period, those courses shall be within the same curriculum area;
4. A teacher assigned an additional course within the same class period will receive \$1,200 per semester for each additional course.

ARTICLE VI - TEACHING CONDITIONS-~~Meeting of the Minds~~

A. Class Size. The Board shall strive toward ideal classroom student-teacher ratios. In determining such ratios, the Board shall consider among the pertinent factors:

1. Teacher effectiveness including individual attention, multi-learning activities, span of control, parent-teacher communications, clerical burden, available work stations, and flexible groupings;
2. Physical design of classrooms, including room size, the flexibility of the room and facilities for vision, hearing and group work, health and safety;
3. Personnel supply, including availability of qualified personnel for classroom and special areas for curriculum at the time of need;
4. The financial status of the District.

The desired goal is thirty (30) secondary students and twenty-eight (28) elementary students per class, except choir, band, physical education, homeroom, study hall, and keyboarding classes. The desired goal for kindergarten through third grade elementary is twenty-seven (27) students per class.

Class size limits shall be:

Secondary, Grade 6-12 for all subjects except Social Studies and English: 37 students

Secondary, Grade 6-12 Social Studies and English: 36

Elementary Grade 4-5: 34 students

Elementary Grade K-3: 33 students

Elementary K-5 Split Class: 33 students

The maximum number of students permitted in a classroom shall not exceed the desired goal by twenty (20%) plus one (1) student except for secondary social studies and English classes which shall not exceed the desired goal by twenty (20%) percent.

At such time as any other class size exceeds twenty (20%) percent over the desired class size including split classes for more than twenty (20) school days in any one fourth (1/4) of the school year, except choir, band, physical education, homeroom, and study hall classes, the affected teacher shall be paid the sum of two hundred fifty (\$250.00) dollars per student.

At such time as the desired class size objective is exceeded by ten (10%) percent, the involved principal, teacher, Association and Board representative shall meet to explore methods to relieve the situation. Agreed to changes shall be put into effect before the limit is exceeded by twenty (20%) percent. The maximum number of students permitted in a secondary classroom shall not exceed the desired goal by twenty (20%) percent.

The Board and the Association recognize that split classes are generally undesirable. Where it is deemed that a transfer of students from one teacher to another may be desirable, said transfer will be made only after consultation with the teachers involved. If a split is created, the Association and the Board will meet with the administrator and the teachers in the affected building to determine the configuration of the class based upon the best interest of the students, parents, and District. This means our maximum class size K-3 will be 33 and at grades 4-5 it will be 33.

It is the intention of the Board to comply with the Macomb ISD requirements ~~State-law and mandatory regulations of the State~~ **Meeting of the Minds** in establishing class sizes for all Special Education classrooms. Should such limits be exceeded, a correction will be made within forty-five (45) days of such date.

- B. The Board agrees to keep the schools reasonably equipped and maintained.
- C. The Board agrees to provide a professional library, centrally located, with bibliographies available in each building.
- D. The Board agrees to continue to provide duplicating, ~~faxing,~~ and computer access for the use of teachers in the preparation of instructional materials.
- E. The Board shall provide areas for teachers to safely store valuables.
- F. The Board shall make available in each school adequate lunchroom, restroom, and lavatory facilities for teacher use and at least one (1) room, appropriately furnished, which shall be reserved for use as a faculty lounge. Provisions for such facilities will be made in all future buildings.
- G. Telephone facilities will be available for faculty use. A teacher, upon request, will be able to use a phone that is so located so as to guarantee the confidentiality of the nature of the call.
- H. Teachers shall have the right to install and maintain vending machines in the faculty lounges. The Board will have no liability for the machines or control over the proceeds from such machines.
- I. Adequate off-street assigned parking facilities will be provided and properly maintained for teacher use.

- J. Teachers will not be required to work under unsafe or hazardous conditions or to perform tasks that endanger their health, safety, or well-being.

If there is an immediate danger, the teacher will consult with the principal. If the teacher and principal do not agree as to the immediate danger and need for action, the teacher will consult with the building representative. If the building representative and the teacher agree on the need for immediate action, they may immediately consult with Central Office without fear of reprisal.

- K. Policies affecting attendance, record keeping, and report cards shall be reasonably uniform at each appropriate instructional level throughout the District; provided, however, that this does not preclude the administration from utilizing trial procedures from time to time.

ARTICLE IX - ~~VACANCIES, PROMOTIONS, AND TRANSFER~~ TEACHER PLACEMENT AND LAYOFF/RECALL DECISIONS

- A. ~~Requests by a teacher for transfer to a different class, building, or position shall be made in writing, on forms furnished by the Board. ¶¶~~

- ~~B. On the first Monday in May and on the last Monday of each school year, the Employer shall post, on a designated bulletin board in each District building, along with a copy to the Association, a list of known vacant administrative, athletic, and driver's education positions as listed in Appendix B salary schedules. ¶¶~~

~~Bargaining unit members actively employed, as well as those returning from leave, may apply for said positions by submitting a written application to the Personnel Office. Positions as above described shall be posted for at least fourteen (14) calendar days prior to being filled. ¶¶~~

~~The Board declares its continued support of its policy of considering promotion from within its own teaching staff, including promotions to supervisory and executive levels, provided, however, that the Board continues the right to hire a teacher outside the bargaining unit to fill such vacancy. ¶¶~~

- ~~C. Teachers who are interested in a vacancy which may occur during the summer should contact the Administration before the end of the school term, and list on a transfer form any position for which they would like to be considered, and teachers will then be notified by the Administration if any opening occurs in the area(s) they have listed. ¶¶~~

~~BUILDING CLOSING PROCEDURE: Teachers in a building being closed shall be listed on a seniority basis. A list of vacant positions, excluding special areas, shall be provided to the Association and to the teachers in the building being closed. This list will be made available within ten (10) working days of the Board meeting where action was taken to close such building.~~

D. ~~INVOLUNTARY TRANSFER. Any bargaining unit member subject to involuntary transfer shall receive written notice of that transfer. A bargaining unit member subject to reassignment may apply for tuition and materials reimbursement for any course or workshop he/she feels will enhance skills or background as it relates to their professional duties.~~

A. Decisions about placement, reduction and recall of a teacher shall comply with Revised School Code Section 1248. The Superintendent or designee decides placement decisions, when a vacancy exists and when a posting is made. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for existing staff or that a reduction in teaching staff is necessary due to a program, curricular, or other operational consideration(s), the Superintendent will recommend to the Board the teaching positions to be reduced. At least 30 calendar days' notice of reduction in force will be provided to the classroom teacher and the Association, absent extenuating circumstances.

B. The Superintendent or designee has discretion to place, transfer, or layoff or recall a bargaining Unit member into a position for which they are certified for, for a reason that is not arbitrary or capricious including, but not limited to, the following clear and transparent factors:

- a. Compliance with state and federal laws and regulatory standards,
- b. District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
- c. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
- d. Qualifications determined by the district, including but not limited to credentials necessary for school or program accreditation.
- e. Disciplinary record;
- f. Recency of relevant and comparable teaching assignments;
- g. Effectiveness based on previous evaluations;
- h. Length of service in the grade level or subject area.
- i. **Seniority.** Seniority may be considered as a tiebreaker if a classroom teacher placement decision or layoff/recall decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.
- j. The Superintendent or designee has discretion to involuntarily transfer a teacher into a position for which they are certified or qualified for non-arbitrary or

capricious reasons. No staff member has the right to a specific assignment, but the current assignments of staff members will be considered.

- C. The teacher and the Association will be notified in person, and outside of the working day or otherwise agreed, of the anticipated placement change and the reason for the change by the Superintendent or designee.
- D. A classroom teacher is eligible for recall under this Article for 18 months from the date the District implemented the reduction in force.
- E. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take the following action to fill a vacancy: Recall the laid-off classroom teacher who is certified and qualified for the vacancy, provided the classroom teacher was rated at least effective. If more than 1 laid-off classroom teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Article.
- F. Probationary Teachers cannot grieve any aspect of this Article. Tenured teachers may grieve alleged violations of this Article up to Level 2.
- G. DEFINITIONS:

VACANCY: Vacancy shall be defined as a position presently unfilled, a position currently filled but which will be open, or a new position.

EXTENDED PERIOD: An extended period shall be defined as an awareness that a teacher will be vacating a position for forty-five (45) school days or more. Positions vacated for extended periods shall be filled within fifteen (15) days of the awareness.

TEMPORARY: Temporary is defined as a period not to exceed the current year.

TRANSFER: Transfer shall be defined as a change in a school building assignment.

INVOLUNTARY TRANSFERS: Involuntary transfers are defined as transfers made without a teacher's consent.

QUALIFICATIONS: As defined in Article X.B-2.**

DISPLACED TEACHER: A displaced teacher is one whose current teaching assignment is eliminated.

ARTICLE XII - PROFESSIONAL, PERSONAL, AND ASSOCIATION LEAVE

- A. Teachers from time to time may request permission to attend a conference, workshop, seminar, or visitation. Permission to attend must be secured from building administrators and administrator in charge of curriculum. These days will not be deducted from personal leave days.

- B. ~~The Board will approve up to twenty-two and 1/2 (22.5) days of professional leave for Association activities at full pay per school year. Seven and 1/2 (7.5) additional days shall be granted, provided the Association reimburses the District for the full cost of required substitutes. In addition, the Board shall provide thirteen and 1/2 (13.5) days of professional leave for the District Association President at full pay per school. As required by law, the Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services (ORS) for this Association release time. Reimbursement shall be paid upon the District's submission to the Association of the proof of payment to ORS. The Association agrees to notify the Board no less than forty-eight (48) hours before the date of the intended use of leave days. This time limit for notification may be waived with mutual consent of the Board and the Association. ¶~~

~~It is further understood that the Association may at the request of the President use up to three (3) of these days on any given date by merely calling the switchboard sick leave number prior to 6:30 A.M., on the date requested.~~

- C. ~~B.-----~~The Board shall provide the Association President with one class period or if the Association President is an elementary teacher, then it will be 1/6 of their day. ~~one-half (1/2) day (three class periods) release time per school day with full pay and fringe benefits. For a new President, the release time will commence at the beginning of a semester. It is also agreed that the President shall have the right to use personal and team planning periods for Union business.~~ Notice will be provided to the building administrator if the President will be leaving the building during planning time. As required by law, the Association shall reimburse the District on a current basis those sums paid to the Office of Retirement Services for this Association release time. Reimbursement shall be paid upon the District's submission to the Association of the proof of payment to ORS.

Comparison with Other School Districts

- In the New Haven's teacher contract, the Association President only receives 14 days per year to transact union business whereas the Clintondale Association receives three class periods per day with full pay and benefits.

In Hazel Park Schools, an Association President only receives one hour per day in release time compared to Clintondale's Association President receiving three class periods per day.

Fraser Public Schools only offers 20 days of Association President release time.

- C. Court or administrative agency appearances on behalf of the District or jury duty shall not be chargeable against personal leave days.

ARTICLE XVI - PERSONNEL FILE, EVALUATION AND TEACHER DISCIPLINE

- A. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file. A representative of the Association may, at the teacher's request,

accompany the teacher in this review. Each teacher's personnel file, exclusive of confidential employment and university credentials, shall contain the following minimum items of information:

- TB report and required medical information
- All teacher evaluation reports
- Copies of annual contracts
- A transcript of academic records
- Copy of teaching certificate
- Tenure recommendation

No material may be placed in the file without allowing the teacher an opportunity to file a response thereto, and said response shall become part of the file. Teachers' personnel files are confidential and only duly authorized personnel may have access thereto.

If a teacher is requested to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but shall not be interpreted to mean agreement with the content of the material.

A teacher who can satisfactorily demonstrate that incorrect or inappropriate material has been placed in his/her file may file a written request for the correction or deletion of the incorrect or inappropriate portion of such material with the Superintendent or designee.

B. Any complaint against a teacher by a parent, student, or other person will be promptly reported to the teacher and the Association President. Complaints will not be incorporated into a teacher's personnel file unless:

1. The complaint is in writing and the complainant(s) is identified; and
2. A copy of the complaint is provided to the teacher prior to its inclusion; and
3. The teacher is given the right to make a written reply to the complaint.

Said reply shall be attached to the complaint during the entire length of time that it remains as part of the teacher's personnel file.

C. Notwithstanding, anything set forth herein to the contrary, the Board and the Association agree to follow state law as set forth in the Freedom of Information Act (MCL 15.231) and the Bullard-Plawecki Employee Right to Know Act (MCL 423.501 et seq.) concerning the review of employee file and the disclosure of information from same, as specified and referenced below. The Board agrees to follow state law as specified below:

423.507. Review of personnel record by employer before releasing information to third party; deletion of certain information.

Sec. 7. An employer shall review a personnel record before releasing information to a third party and, except when the release is ordered in a legal action or arbitration to a party in that legal action or arbitration, delete disciplinary reports,

letters of reprimand, or other records of disciplinary action which are more than 4 years old.

P.A. 1978, No. 397, & 7, Eff. Jan 1, 1979.

Additionally, the Board agrees that upon receipt of any FOIA request for information concerning the personnel file of a bargaining unit member it will immediately send a copy of said request to the teacher and the Association President. The teacher and/or the Association President shall notify the Personnel Director within three (3) days of receipt of said notice whether the disclosure of the requested information is objected to by said teacher or the Association. If disclosure is objected to, the Board shall take the ten (10) day extension of time for disbursement of said information allowed under FOIA. If the Board deems it necessary to disburse said information pursuant to FOIA, at the end of the ten (10) day extension, it shall do so unless the teacher or Association procures a proper court order restraining the Board from disbursing said information.

- D. All district teachers will be evaluated pursuant to the Charlotte Danielson performance evaluation system.
- E. The District will measure student growth as Twenty Percent (20%) of the evaluation. The parties will meet to discuss the evaluation process for subsequent contract years;
- F. The District will ensure that the classroom teacher will receive written feedback within thirty (30) days after each classroom observation;
- G. Classroom observations of at least 15 minutes each which include, at a minimum, a review of the classroom teacher's lesson plan, the state or national curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;
- H. Student growth from specific students with extreme circumstances that prohibit an accurate measure of growth will not be included in a teacher's student growth component if written consent is provided by the teacher's principal/evaluator.
- I. Effective July 1, 2024, a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;
- J. A mid-year progress report, if required by law, which aligns with the classroom teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training, coaching, professional development, or resources identified by the evaluator.
- K. The year end evaluation shall be delivered no later than the last day of the school year;
- L. If a classroom teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used;

- M. If an employee takes more than twelve days off in a school year, then this fact could be considered in the classroom teacher's final evaluation score.
- N. A mentor for classroom teachers rated developing or needing support or for classroom teachers as required by Michigan law.
- O. Training on the Charlotte Danielson evaluation tool for teachers and evaluators as required by law.
- P. If a classroom teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.
- Q. Tenured classroom teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated triennially, but if the classroom teacher is not rated as effective on one of the triennial year-end evaluations, the classroom teacher must receive year-end evaluations. If a classroom teacher on the triennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the classroom teacher to annual evaluations.
- R. Probationary Teachers cannot grieve any aspect of this Article. Tenured teachers may grieve alleged violations of this Article up to Level 2.
- S. An Arbitrator, however, has jurisdiction to consider a grievance filed under the grievance procedure by a tenured teacher who receives two (2) consecutive ratings of "needing support."
- T. **Teacher Discipline**
 - 1. A teacher may only be discharged, demoted, or otherwise disciplined for a reason that is not arbitrary or capricious. The District reserves the right to apply disciplinary measures consistent with the severity of the infraction. The Board agrees to implement the concept of progressive discipline for disciplinary decisions.
 - 2. The District does not have to apply discipline in a progressive manner, but rather, may impose discipline consistent with the seriousness of the teacher's conduct, as determined by the District. Additionally, nothing in this Article limits the District's right to take other appropriate action, such as placing a teacher on administrative leave during an investigation or issuing a counseling memorandum, which is considered instructional, not disciplinary.
 - 3. All employees will have Weingarten rights.
 - 4. Tenured teachers can pursue all available remedies under the Michigan Teachers' Tenure Act.
 - 5. Probationary teachers cannot grieve discipline. Tenured teachers may only grieve discipline up to Level 2.

ARTICLE XX - PROFESSIONAL COMPENSATION

- A. The basic salaries of teachers covered by this Agreement are set forth in Appendix B., which are attached to and incorporated in this Agreement. Such Salary Schedule shall remain in effect during the designated periods.
- B.
- C. The Superintendent may place a newly employed teacher or a teacher returning to the system after a break in service of one (1) year or more, excluding approved leaves of absence or layoffs, at any step on the salary schedule. ~~The Board may place a newly employed teacher on any step of the salary schedule regardless of the number of years of previously acquired teaching experience; provided, however, that in no event shall any newly employed teacher be placed on a salary step which exceeds previously acquired teaching experience. ¶~~
- ~~After consultation with, and written notification to the Association, the Board may pay a salary which exceeds previously acquired teaching experience to vocationally certified employees. In determining "previously acquired teaching experience" for salary schedule placement of any newly employed school psychologist, social worker or speech language pathologist, the Board may grant experience credit for clinical, medical environment, or school experience earned after the applicable degree or certification was obtained and only for such clinical, medical environment or school experience for which financial compensation was provided. 11/19/2024 Meeting of the Minds~~
- D. Teachers involved in extra-duty assignments will be compensated as set forth in Appendix B. which is attached to and incorporated in this Agreement without deviation. No teacher will be required to participate in extra duty assignments as listed in Appendix B.5.
- E. Teacher salaries shall be paid on the 15th and 30th (or last day of the month) for each month through direct deposit into the teacher's bank account. If the teacher does not have a bank account, the District will accommodate that teacher by issuing a check.
- F. Upon request, any teacher who has accumulated over sixty (60) days of personal leave shall be given the sum of Eighty Dollars (\$80.00) per each unused day over sixty (60), payable on the 21st paycheck at the end of the school year. The teacher may receive such incentive for up to twelve (12) days per year. Any teacher who is at least 55 years old or has twenty-five (25) years of service in the District shall annually have the option of converting personal leave days into paid vacation days in accordance with the conversion formula agreed upon by the parties. The pay for the vacation days not worked will be paid into a 403(b) account as deferred compensation.
- G. A teacher terminating employment after fifteen (15) years shall be compensated the sum of Eighty Dollars (\$80.00) for each accumulated personal leave day.

Comparison with Other School Districts

- In the collective bargaining agreement for Grosse Pointe Schools, \$75.00 is only provided for employees that resign from their positions to receive pay for unused sick days.
 - According to the Lamphere Public Schools collective bargaining agreement, no pay is provided to employees with unused sick days when retire/resign.
 - Mount Clemens teachers are capped at 50 accumulated sick days and can be paid \$60 if they provide their retirement notice by March 1. If the teacher provides notice by April 1, then they receive \$55 and \$50 if they provide their notice by May 1.
- H. To facilitate District hiring opportunities, the District will pay a teacher \$500 if written notice of resignation (effective June 30 of that school year) is provided to the District no later than March 1 of that same school year. This \$500 payment will be made to the teacher in the last payroll of that contract year.

ARTICLE XXI - INSURANCE PROTECTION

- A. The Board will provide insurance benefits to eligible teachers and their dependents under a flexible (choice) based benefits program. The program will provide choices for teachers, so teachers may make selections depending upon their individual needs and circumstances. The Board will ~~shall~~ provide all insurance benefits listed below in ~~Paragraph A.~~ for a full twelve (12)-month period of each school year for all bargaining unit members, except for those teachers electing benefits under Paragraph B. below.
- Effective**

Effective January 1, 2025 through December 31, 2027, the Board will pay the following amounts on behalf of each eligible employee: \$7,718.26 annually (or \$643.19 per month) for employees with single person coverage; \$16,141.28 annually (or \$1,345.11 per month) for employees with two-person coverage; or \$21,049.85 annually (or \$1,754.15 per month) for employees with family coverage.

The following medical insurance plans will be offered during the term of this Agreement.

~~the District will pay on behalf of each eligible employee who elects coverage the lesser of the amount of the annual premium or the 2024 statutory hard cap amounts under MCL 15.563, \$7,702.85 annually (or \$641.91 per month) for employees with single person coverage, \$16,109.06 annually (or \$1,342.43 per month) for employees with two-person coverage, or \$21,007.83 annually (or \$1,750.66 per month) for employees with family coverage. Effective January 1, 2025, the Board will pay on behalf of each eligible employee who elects coverage the 2024 statutory hard cap amounts under MCL 15.563 which are as follows: \$7,718.25 annually (or \$643.19 per month) for employees with single person coverage; \$16,141.28 (or \$1,345.11 per month) for employees with two-person coverage, or \$21,049.84 annually (or \$1,754.15 per month) for employees with family coverage. If no hard caps exist, the base dollar contribution increase shall equal the percentage increase in insurance costs from the previous year, up to 3%.¶~~

~~The District shall provide for such benefits to the maximum amount allowed by the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. to each teacher and his/her dependents, as defined by MESSA.~~

1. (a) ~~MESSA ABC Plan 21 with \$201500/\$43000 deductible (or minimum deductible as set by the IRS) and 53-Tier RX-ABC-Rx. When appropriate MESSA Limited Medicare Supplement and Medicare Part B premium shall be paid on behalf of the teacher, his/her spouse and/or dependents eligible for Medicare. This election would be allowed annually at the open enrollment Meeting of the Minds; or,~~

(b) ~~MESSA ABC Plan 21 with \$201500/\$43000 deductible (or minimum deductible as set by the IRS), 20% co-insurance and 53-Tier Rx. When appropriate MESSA Limited Medicare Supplement and Medicare Part B premium shall be paid on behalf of the teacher, his/her spouse and/or dependents eligible for Medicare. This election would be allowed annually at the open enrollment Meeting of the Minds; or~~

(c) ~~MESSA Essentials with \$2375/\$750, 20% co-insurance. When appropriate MESSA Limited Medicare Supplement and Medicare Part B premium shall be paid on behalf of the teacher, his/her spouse and/or dependents eligible for Medicare. This election would be allowed annually at the open enrollment Meeting of the Minds;~~

* (d) ~~Teamsters Local Union 214 Benefit Package 1533 Plan which provides \$10/\$25/\$35 prescriptions, Dental and Optical Package.~~

- According to the Grosse Pointe and Lamphere Public Schools collective bargaining agreement, both school boards offer more than one health care plan. For example, Lamphere Public Schools Board of Education offers Blue Care Network and Simply Blue PPO.

2a. ~~MESSA DELTA DENTAL PLAN I-100/II-80/III-80/IV-80~~

~~Annual Maximum I, II, III, \$1500, Lifetime Max Class IV: \$1500, no adult orthodontics, or sealants, cleanings 2 per year. MESSA/Delta/Dental/Plan-I-80/II-80/III-80/IV-80 (No coordination of benefits) Annual Maximum I, II, III, \$1,200, Lifetime Max Class IV: \$1,200, no adult orthodontics, or sealants, cleanings 2 per year Meeting of the Minds~~

2b: ~~MESSA/Delta/Dental/Plan-I-50/II-50/III-50/IV-50 (Coordination of benefits) Annual Maximum I, II, III, \$1,000, Lifetime Max Class IV: \$1,000, no adult orthodontics, or sealants, cleanings 2 per year. Meeting of the Minds~~

3. MESSA Term Life Insurance in the amount of Sixty Thousand Dollars (\$60,000.00) for the teacher only. Such insurance protection shall be paid to the teacher's designated beneficiary. For accidental death, the insurance will pay double the specified amount; for accidental dismemberment, the insurance will pay according to the schedule.

4. MESSA Plan VSP-3 Plus P-250 CL January-December ~~MESSA Plan VSP-2 Silver Vision Insurance including internal and external coordination of benefits~~ Meeting of the Minds

B. Teachers not electing insurance benefits as described in Paragraph A above shall be provided by the Board with the following insurance benefits, for a full twelve (12) month period of each school year. The benefits listed below shall be provided, without cost to teachers, to each teacher, not enrolled in benefits under Paragraph A above, and his/her eligible dependents, as defined by MESSA or a plan equivalent to MESSA:

1. Four ~~Three~~ Thousand Dollars (\$~~3,000.00~~) annually, in monthly payments of ~~Two~~ Three Hundred and Thirty Three ~~Fifty~~ dollars (\$~~323350.00~~) for each year that the employee elects to opt out of medical health care coverage. The bargaining unit member may elect to apply this payment to a tax-deferred annuity through a salary reduction agreement. The District shall pay the implementation and administration costs of this benefit. Cash in lieu will be provided on the condition that: (1) employee voluntarily and in writing opts out of the available medical health care plan, and (2) provides documentation to the Superintendent's designee that the employee has other medical health care coverage that meets the minimum value and coverage requirements of the Affordable Health Care Act. Meeting of the Minds

- 2a. MESSA/Delta Dental Plan I-1080/II-80/III-80/IV-80 (~~No coordination of benefits~~) Annual Maximum I, II, III, \$1,500 Lifetime Max Class IV: \$1,500, no adult orthodontics, or sealants, cleanings two (2) per year. Meeting of the Minds

- ~~2b. MESSA/Delta Dental Plan I-50/II-50/III-50/IV-50 (Coordination of benefits) Annual Maximum I, II, III, \$1,000, Lifetime Max Class IV: \$1,000, no adult orthodontics, or sealants, cleanings two (2) per year. Meeting of the Minds~~

- ~~3. MESSA Term Life Insurance in the amount of Seventy-Five Thousand Dollars (\$75,000.00) for the teacher only. Such insurance protection shall be paid to the teacher's designated beneficiary. For accidental death, the insurance will pay double the specified amount; for accidental dismemberment, the insurance will pay according to the schedule.~~

4. MESSA Dependent Term Life Insurance in the amount of Ten Thousand Dollars (\$10,000.00) for each teacher's spouse and Five Thousand Dollars (\$5,000.00) for each dependent child as defined by MESSA.

5. MESSA Plan VSP-3 Plus P-250 CL January-December ~~MESSA Plan VSP-3 Gold Vision Insurance including internal and external coordination of benefits~~ Meeting of the Minds

C. The Board shall provide, without cost to the teachers, MESSA Plan II Long-Term Disability Insurance for each teacher or an equivalent long-term disability insurance plan. Benefits shall be paid at Sixty-six and Two-thirds percent (66 2/3%) salary to a monthly maximum of **Seven Thousand Five Hundred Dollars (\$7,500.00)** and shall begin after expiration of ninety (90) calendar days. Benefits will continue at no cost to the teacher in the event of total disability.

Any teacher who has exhausted his/her accumulated bank of leave days and has been ill for forty-five (45) or more consecutive days, and who otherwise qualifies under the Long-Term Income Protection Plan as above provided, shall be eligible to receive the difference between the substitute's daily rate and his/her daily rate for each workday she/he is absent. A teacher's eligibility to receive the above pay differential shall exist and be limited to between the 45th day and the 90th day of illness, excluding the summer vacation when school is not in session.

The Association and Board agree that the Long-Term Disability provision may be adjusted from ninety (90) to sixty (60) days if the adjustment is favorable to the District and does not adversely affect bargaining unit members.

- D. The Board may solicit quotes for identical health coverage from MESSA and Blue Cross. If total cost savings between the packages exceeds five percent (5%), the least expensive bid will be accepted. Bids may be solicited annually.
- E. Upon retirement, a teacher who elects to drop insurance coverage promised by the District shall receive Two Hundred Dollars (\$200.00). This payment is offered to discourage double coverage and additional cost to the District.
- F. National Health Insurance - In the event a National Health Insurance program is enacted that would affect the benefits in this Agreement, or there is a change in the tax status of benefits that would adversely affect bargaining unit members, the parties agree to meet to negotiate over the impact of change.
- G. The District is willing to re-open this Agreement for insurance only, upon the Association's request, to obtain a mutually-agreed upon insurance plan.

Appendix B-1

APPENDIX B-1
2022/2023 SALARY SCHEDULE (Wages effective upon ratification of this agreement.)

Step	BA	BA20	MA	MA15	MA30	EDS/DOCT	DOCT
1	38509	39405	41850	43652	44744	45361	45989
2	40775	41673	44952	46763	47851	48469	49098
3	43041	43942	48056	49868	50957	51576	52206
4	45308	46209	51152	52973	54064	54684	55315
5	47574	48477	54262	56078	57170	57792	58423
6	49840	50745	57364	59183	60277	60900	61531
7	52107	53014	60467	62288	63385	64007	64640
8	54373	55282	63570	65393	66490	67115	67748
9	56640	57549	66672	68498	69595	70222	70857
10	58906	59817	69775	71604	72702	73330	73965
11	61172	62085	72878	74708	75808	76437	77074
12	63438	64354	75981	77813	78915	79546	80181
13	65706	66621	79083	80919	82021	82654	83290
14	67972	68889	82178	84023	85128	85761	86399
15	70240	71269	86142	88000	89116	89753	90403

Lanes shaded shall be closed for bargaining unit members hired on or after September 1, 2017.

~~2023/2024 SALARY SCHEDULE~~

Step	BA	BA20	MA	MA15	MA30	EDS/DOCT	DOCT
1	39664	40587	43105	44957	46036	46721	47368
2	41998	42923	46300	48165	49286	49973	50570
3	44332	45260	49497	51364	52485	53123	53772
4	46667	47595	52692	54562	55685	56324	56974
5	49001	49931	55889	57760	58885	59525	60175
6	51335	52267	59084	60958	62085	62727	63376
7	53670	54604	62281	64156	65284	65927	66579
8	56004	56940	65477	67354	68484	69128	69780
9	58339	59275	68672	70552	71628	72276	72932
10	60673	61669	71868	73752	74883	75529	76183
11	63007	63947	75064	76949	78082	78730	79386
12	65341	66284	78260	80147	81272	81932	82586
13	67677	68619	81455	83346	84481	85133	85788
14	70011	70955	84652	86546	87681	88361	88990
15	72346	73292	87862	89760	90899	91580	92215

Lanes shaded shall be closed for bargaining unit members hired on or after September 1, 2017.

2024/2027 Salary Schedule

Step	BA	BA20	MA	MA15	MA30	EDS/DOC T	DOCT
1	\$46,667	\$47,595	\$52,692	\$54,562	\$55,685	\$56,324	\$56,974
2	\$49,001	\$49,931	\$55,889	\$57,760	\$58,885	\$59,525	\$60,175
3	\$51,335	\$52,267	\$59,084	\$60,958	\$62,085	\$62,727	\$63,376
4	\$53,670	\$54,604	\$62,281	\$64,156	\$65,284	\$65,927	\$66,579
5	\$56,004	\$56,940	\$65,477	\$67,354	\$68,484	\$69,128	\$69,780
6	\$58,339	\$59,275	\$68,672	\$70,552	\$71,682	\$72,328	\$72,982
7	\$60,673	\$61,669	\$71,868	\$73,752	\$74,883	\$75,529	\$76,183
8	\$63,007	\$63,947	\$75,064	\$76,949	\$78,082	\$78,730	\$79,386
9	\$65,341	\$66,284	\$78,260	\$80,147	\$81,282	\$81,932	\$82,586
10	\$67,677	\$68,619	\$81,455	\$83,346	\$84,481	\$85,133	\$85,788
11	\$70,011	\$70,955	\$84,643	\$86,543	\$87,681	\$88,333	\$88,990
12	\$73,068	\$74,025	\$88,726	\$90,640	\$91,789	\$92,450	\$93,115

For the 2024-25 school year, employees will receive a step plus an off-schedule payment of \$1,000.00 payable in the last payroll of June 2025. For the 2025-26 school year, employees will receive a step an off-schedule payment of of \$1,000.00 payable in the last payroll of June 2026. For the 2026-27 school year, the Parties agree to begin wage reopener discussions only if the District’s October 2025 final audited student enrollment number exceeds 1800 students. If the District fails to meet the 1800 student count number, then there will be a step and wage freeze for the 2026-27 school year.

Comparison with Other School Districts

	Teachers’ Starting Salaries
Clawson	\$43,482
New Haven Schools	\$43,169
Lamphere Public Schools	\$41,368
Mount Clemens	\$43,279
Fraser Public Schools	\$41,895

*(See below)

APPENDIX B-5
SALARY SCHEDULE – EXTRA-CURRICULAR ACTIVITIES

Up to a maximum of ten (10) years coaching experience in the same sport outside the District will be allowed. Annual remuneration for a given assignment bears a percentage relationship to the appropriate level on the Bachelor's Level Salary Schedule. The appropriate level is represented by the teacher's previous years of experience in directing a given activity in the District, plus credit for outside experience for up to ten (10) years.

ATHLETICS

PERCENTAGES

A. COACHING, HIGH SCHOOL

Football, Varsity - Head Coach	10 2
Football, Varsity - Assistant Coach	9-8
Football Junior Varsity	8
Football Freshmen	7
Basketball, Varsity Head Coach	12-10
Basketball, Junior Varsity	8
Basketball, Freshmen	7
Basketball, Women's Varsity Coach	12-10
Basketball, Women's Junior Varsity Coach	8
Baseball, Varsity Head Coach	9-10
Baseball, Junior Varsity	6-8
Baseball, Freshmen	5-7
Softball, Varsity	9-10
Softball, Junior Varsity	6-8
Track, Varsity - Head Coach - Boys & Girls	9-10
Track, Varsity - Asst. Coach - Boys & Girls	6-8
Golf, Head Coach	5
Cross Country - Head Coach.....	9-10
Wrestling - Head Coach	12-10
Wrestling - Assistant Coach.....	9-8
Swimming Coach	9-10
Tennis Coach	6-10
Gymnastics, Head Coach	8-10
Gymnastics, Assistant Coach	6-7
Cheerleader Coach, Varsity	10
Cheerleader Coach, Junior Varsity.....	6-7
Pom Pon Coach	5
Flag Core Coach	5
Volleyball Coach, Varsity	9-10
Volleyball Coach, Junior Varsity	6-8
Volleyball Coach, Freshmen	5-7
Bowling Coach	106

B. COACHING, MIDDLE SCHOOL

Football - Head Coach 6
 Football - Assistant Coach 5
 Basketball - Grade 8 6
 Basketball - Grade 7 6
 Baseball, Head Coach Grades 6, 7 and 8 6
 Softball Head Coach Grades 6,7 and 8 6
 Track - Head Coach – Boys & Girls 6
 Track - Assistant Coach Boys & Girls 5
 Volleyball – Head Coach 6
 Wrestling – Head Coach 6
 Wrestling – Assistant Coach 5
~~Gymnastics Coach 4~~ ¶
 Cheerleader Coach 5

C. COACHING, ELEMENTARY

Football 3
 Basketball 3
 Gymnastics 3

If student participation in activities decreases or any of the activities below are no longer active, the parties agree that building administrators will determine if compensation is warranted at the level noted below.

Comparison with Other School Districts

	Coaching Percentages - Varsity, JV, Freshman if applicable
Lakeview	\$7,396.74 - Varsity, \$3,921.87 - Junior Varsity
Lakeshore	13%, 8.5%, 8.5%
South Lake	\$5,796.00-\$7,535.00, depending on experience
Centerline	\$5,240.00 - \$6,109.00, 12-13 week season
Warren Woods	13%, 8%, 6%
Mount Clemens	\$5,000 - Varsity, \$2,800 - Junior Varsity and \$2,000 - Freshman
Fraser	10%, 8%, 6%
Warren Consolidated	16%, 12%
L'Anse Creuse	11%, 8%, 6%
Clintondale	12%, 9%, 8%*

*A football coach at the top step would make \$8,768.16, more than Lakeview, South Lake, Centerline, Mount Clemens, Fraser and L'Anse Creuse.

ACTIVITIES

PERCENTAGES

D. HIGH SCHOOL

*Student Council Advisor	8
Yearbook Advisor	6
**Drama Advisor	6
Music - Instrumental, including concerts, marching band and pep band	

12

Music Concerts – Vocal	
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5

Class Sponsors:

Senior	5
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Junior	5
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Sophomore	2
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Freshman	2
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Pep Club Sponsor	3
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Club Sponsors	2
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Newspaper Sponsor	5
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*Department Heads	4
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Debate Sponsor	5
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Quiz Bowl	5
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Science Olympiad	6
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Key Club	2
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Honor Society, Art Club, Key Club	2
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Dollars for Scholars	6
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E. MIDDLE SCHOOL

Student Council Advisor	6
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Music Concerts – Instrumental	6
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Music Concerts – Vocal	4
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Club Sponsors	2
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*Department Heads	5
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Yearbook Advisor	4
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Drama: (Two [2%] percent if offered as a class, five [5%] percent if held as a complete after-school activity)

Science Olympiad Coach	5
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F. ELEMENTARY

Music – Instrumental	4
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Music – Vocal	3
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Service Squad	
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2

Safety Patrol	3
Camping	2
Science Olympiad Coach	5
Run Club	2
Green Team	2
Other activities and Clubs authorized by Board of Education, including Student Council, Newspaper, etc.	1
ECSE Coordinator	1/6 of regular salary
Transition Coordinator	1/6 of regular salary
World Class Instructional Design and Assessment (WIDA) Coordinator	1/6 of regular salary
GSRP Teachers	\$1,200 per semester

G. OTHER

~~Driver Education Coordinator --\$275.00 per semester--~~
~~Computer Coordinators --\$750.00 per Semester--~~

Remuneration (annual) for a given assignment bears a percentage relationship to the appropriate level on the Bachelor's Schedule. The appropriate level is represented by the teacher's previous years of experience in directing a given activity in the Clintondale Schools, plus credit for outside experience, up to ten (10) years.

*If release time is provided, the supplemental pay percentage is not applicable. *

*Includes fall and spring student productions.

~~The teacher may opt to have the Schedule B pay spread over pay periods or paid twice yearly, on the last payroll in January and June, except as otherwise specifically provided in Appendix B-2 for Sport Supplementals pay.~~

Michigan Conference of Teamsters Welfare Fund



Comparison of In-Network Benefits

Benefit Plan 1533 (New Key 2c)

VS

MESSA

Clintondale Community Schools

Teamsters Local Union 214

October 2024

Medical Benefit	MCTWF	MESSA ABC	MESSA ABC Plan	Essentials by
	Benefit Plan 1533 (New Key 2c) BCBS PPO Network	Plan 2 (DJ)	2	MESSA
Lifetime Maximum	None	None	None	None
Annual Deductible	\$200 Individual \$400 Family	\$2,000 Individual \$4,000 Family	\$2,000 Individual \$4,000 Family	\$375 Individual \$750 Family
Annual Out of Pocket Coinsurance Maximum	\$1,500 Individual \$3,000 Family in excess of deductible	Not Indicated	Not Indicated	Not Indicated
Co-Insurance	85% / 15%	100% / 0%	80% / 20%	80% / 20%
In-Patient Hospital Expenses	Covered 85%* of CC after \$250 co-pay up to 365 days semi- private room or private room if medically necessary Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Hospital Emergency Expenses (must meet criteria)	\$125* co-pay (waived if admitted)	\$0 co pay	\$0 co pay	\$200 co pay
Urgent Care	\$55* co-pay	\$0 co pay	\$0 co pay	\$50 co pay
Mental Health & Substance Abuse Benefits Must receive prior authorization for inpatient services by calling BCBS at 800-762-2382	Inpatient Hospital: Covered 85%* of CC after \$250 co-pay Subject to deductible Inpatient Physician: Covered 85%* of CC Subject to deductible Outpatient Physician: \$25* co-pay	Not Indicated	Not Indicated	Not Indicated
Surgical Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Human Organ Transplant Bone Marrow, Kidney, Skin & Cornea	Covered 100%* of CC Must use a designated facility	Not Indicated	Not Indicated	Not Indicated
Maternity Expenses Pre/Post Natal Delivery	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Anesthesia Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Ambulance Expenses	Covered 85%* of CC Subject to deductible Ground/Air/Water	Not Indicated	Not Indicated	Not Indicated
X-ray and Diagnostic Testing	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Laboratory Expenses Fluids/Pathology/Diagnostic	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Physician Charges Inpatient	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Outpatient/Office Visit	\$25* co-pay	\$0 co-pay	\$0 co-pay	\$25 co-pay
MDLive Telehealth Communications	\$0* co-pay	\$0 co-pay	\$0 co-pay	\$10/\$25 co-pay

Medical Benefit	MCTWF			
	Benefit Plan 1533 (New Key 2c) BCBS PPO Network	MESSA ABC Plan 2	MESSA ABC Plan 2	Essentials by MESSA
Specialist Office Visit	\$50* co-pay	\$0 copay	\$0 copay	\$50 copay
Wellness Benefit Physical / GYN Exam / Well Child Exam	Covered 100% Deductible and co-pay waived	Not Indicated	Not Indicated	Not Indicated
Wellness Benefit Pap Smear Screening & Mammogram Screening	Covered 100% Deductible and co-pay waived	Not Indicated	Not Indicated	Not Indicated
Wellness Benefit Child Immunization / Adult Flu Vaccination	Covered 100% Deductible and co-pay waived	Not Indicated	Not Indicated	Not Indicated
Injection Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Chiropractic Expenses	24 spinal manipulations per person annually covered 80% of CC. One mechanical traction per day only with spinal manipulation covered under <i>Physical, Speech & Occupational Therapy Expenses</i> . One "new patient" office visit every 36 months and one "established patient" office visit annually, per chiropractor, covered under <i>Physician Charges - Outpatient/Office Visit</i> .	Not Indicated	Not Indicated	Not Indicated
Hearing Aid Expenses	Covered 85%* of CC up to \$1,500 per person per aid every 2 years Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Outpatient Cancer Treatment (Chemotherapy & Radiation Therapy)	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Physical, Speech & Occupational Therapy Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	
Home Health Care Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Skilled Nursing Facility Expenses	Covered 85%* eligible expenses for room and board and other medical services up to 730 days reduced by 2 times the number of days in hospital Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Hospice Care Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Durable Medical Equipment and Medical Supplies Expenses	Covered 85%* of CC Subject to deductible	Not Indicated	Not Indicated	Not Indicated
Prosthetic Devices and Orthotics Expenses	Covered 85%* of CC Subject to deductible		Not Indicated	Not Indicated

Pharmacy Benefit	Caremark: Rx2	MESSA
Prescription Drug	<p><u>Retail:</u> Up to 34 days supply Generic: \$10 Preferred Brand: \$20 Non-Preferred Brand: \$35</p> <p><u>Mail Order:</u> Up to 90 day supply Generic: \$20 Preferred Brand: \$40 Non-Preferred Brand: \$70</p>	Not Indicated
Dental Benefits	MCTWF BCBS Dental Package 3	MESSA Dental
Dental	<u>Delta Dental PPO & Premier</u> Contracted Amount	
Annual Maximum	\$1,500	
Deductible	\$50 Individual \$100 Family	
Class I (Preventative)	Covered 100%	Annual Max Class I, II, III - \$1,200 Lifetime Max Class IV - \$1,200 Class I, II, III & IV Covered 80%
Class II (Restorative)	Covered 80% Subject to deductible	
Class III (Crowns, Bridges, Dentures, Partials)	Covered 55% Subject to deductible	
Orthodontics	Covered 50% up to \$1,500 Child and adult	
Vision Benefits	MCTWF – EyeMed Network	
Vision Benefits	<u>EyeMed Vision</u>	
Deductible	None	
Exam	Covered in full	
Frames	Up to \$150.00	
Lenses:		Not Indicated
Single	Covered in full	
Bi-Focal	Covered in full	
Tri-focal	Covered in full	
Progressive	Covered in full	
Contacts	Up to \$120.00	
Contact Fittings	Patient responsible for first \$40.00	
Laser Vision Correction	Up to \$250.00 per eye per lifetime	
Frequency	Once per calendar year	

Medical Benefit	MCTWF Benefit Plan 1533 (New Key 2c)	MESSA
Survivor Health Benefits	Provides up to 36 months of free medical and prescription drug coverage for eligible spouses and dependent children of participants who die while actively covered under a MCTWF medical benefits package. Coverage will mirror the benefits provided to the deceased participant's MCTWF participating group.	Not Indicated
Benefit Bank Weeks Currently 6 weeks 4/1/24 – 3/31/27	May be used for lay-off, personal leave, sanctioned strike, termination, retirement, military leave or death NOT for quit	Not Applicable
Dependent Eligibility	Dependents up to age 26	Dependents up to age 26
Pre-existing Conditions	No waiting period	No waiting period

- *The co-payments and/or coinsurance payments for these services apply toward the annual out-of-pocket maximum and the annual Healthcare Reform out-of-pocket maximum
- MCTWF CC (contract charges): means the agreed upon fees between Michigan Conference of Teamsters Welfare Fund and in-network providers.
- MAB (Maximum allowable Benefit): means the portion of the amount billed by an out-of-network provider that has been established as the Plan maximum payable amount, subject to deductible, coinsurance and co-payments
- Not Indicated: Benefit not addressed in detail in Summary of Benefits in which to compare.



MCTWF Benefit Plan 1533 (New Key 2c)

- Blue Cross Blue Shield PPO Network- *BCBS PPO* Network is the Fund's nationwide medical network for hospitals and physicians. Benefits will be provided subject to the applicable deductibles and coinsurance at the in-network benefit level. Participants and their families are responsible for applicable deductibles, coinsurance and/or co-payments, but are not subject to balance billing.
- Blue Cross Blue Shield – *Blue Cross Blue Shield* is the Fund's nationwide network of facilities and physicians for all mental health and substance abuse benefits. These services must be prior authorized by calling 800-457-8540 for treatment commencing.
- Caremark- *Caremark* is MCTWF's nationwide network of pharmacies for all prescription drug benefits.
- Delta Dental: *Delta Dental PPO & Delta Premier* is the Fund's nationwide network for general dentists.
- Vision: EyeMed Vision is the Fund's nationwide network of vision providers.

- If you reside in the State of Michigan, no benefits will be paid under your MCTWF benefit package for auto-related accidental injuries or illnesses based upon Michigan's No-Fault automobile insurance law providing comprehensive health care benefits to any person(s) suffering an accidental injury or illness as a result of an automobile accident in Michigan or those covered by Michigan No-Fault automobile insurance and suffer an accidental injury or illness in an out-of-state (but within the United States, its territories and possessions or in Canada) automobile related accident.

- If you reside outside the State of Michigan, no benefits will be paid under your MCTWF benefit package for auto-related accidental injuries or illnesses if such benefits are payable or required to be covered under other insurance or applicable state law. If your auto-related accidental injury or illness is not covered under Michigan's No-Fault automobile insurance law or similar No-Fault state laws, MCTWF will provide benefits pursuant to a signed MCTWF benefit package Assignment, Subrogation and Reimbursement Agreement, contingent upon the submission of proof that benefits have been exhausted through the automobile carrier.

- If you are the operator or occupant of a rental vehicle and other medical coverage is available, no MCTWF benefits will be paid for auto-related accidental injuries or illnesses.

Michigan Conference of Teamsters Welfare Fund

2700 Trumbull Avenue

Detroit, MI 48216

313-964-2400 or 800-824-3158

Providers can be accessed at the Fund's website: www.mctvf.org

Per Pay

Per Pay

April - December

January - March

	2024 Weekly Rates	Weeks	Total	PA152	Difference	Pay Periods	Estimated Employee Co Share	2025 Weekly Rates	Weeks	Total	PA152	Difference	Pay Periods	Estimated Employee Co Share
Single	\$167.00	13	\$2,171.00	\$1,929.46	\$241.54	6	\$40.26	\$174.55	39	\$6,807.45	\$5,788.38	\$1,019.07	18	\$56.62
E+C	\$333.95	13	\$4,341.35	\$4,035.20	\$306.15	6	\$51.03	\$349.15	39	\$13,616.85	\$12,106.08	\$1,510.77	18	\$83.93
E+S	\$400.75	13	\$5,209.75	\$4,035.20	\$1,174.55	6	\$195.76	\$418.95	39	\$16,339.05	\$12,106.08	\$4,232.97	18	\$235.17
Family	\$501.00	13	\$6,513.00	\$5,262.40	\$1,250.60	6	\$208.43	\$523.65	39	\$20,422.35	\$15,787.45	\$4,634.90	18	\$257.49