



TEACHERS' MASTER CONTRACT

2023-2026

"We provide resources to inspire resilient and collaborative thinkers"

TABLE OF CONTENTS

	<u>Page #</u>
Preamble	2
Article 1 – Recognition	3
Article 2 – Association Rights and Responsibilities	4-5
Article 3 – Board of Education Rights and Responsibilities	6
Article 4 – Teachers’ Rights and Responsibilities	7
Article 5 – Teaching Hours	8-9
Article 6 – Teaching Vacancies and Promotions	10
Article 7 – Absence Without Loss of Pay	11-13
Article 8 – Unpaid Leave of Absence	14-15
Article 9 – Grievance Procedure.....	16-18
Article 10 – Professional Compensation and Methods of Payment	19-20
Article 11 – School Calendar 2023-2024	21
Article 11 – School Calendar 2024-2025	22
Article 11 – School Calendar 2025-2026	23
Article 12 – Negotiations Procedures	24
Article 13 – No Strike/No Lockout.....	25
Article 14 – Miscellaneous Provisions	26-28
Article 15 – Teacher Evaluation.....	29-30
Article 16 – Teacher Placement and Reassignment.....	31
Article 17 – Teacher Layoff and Recall.....	32
Article 18 – Teacher Discipline	33
Article 19 – Duration of Agreement	34
Appendix A Salary Schedule 2023-2024	35
Appendix A Salary Schedule 2024-2025	36
Appendix B Fringe Benefits	37-38
Appendix C Extracurricular Salaries.....	39-41
Appendix D	42

BRIDGMAN PUBLIC SCHOOL DISTRICT
TEACHERS' MASTER CONTRACT
2023-2026

PREAMBLE

This Agreement is entered into this 15th day of May, 2023 by and between the Board of Education of the Bridgman Public School District, hereinafter called the "Board", and the Bridgman 5-C Education Association, MEA/NEA, hereinafter called the "Association".

It is mutually understood that the rights, benefits and protections granted herein refer only to employees of the Bridgman Public School District.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 - RECOGNITION

Section 1: The Board hereby recognizes the Bridgman 5-C Education Association, MEA/NEA, as the exclusive bargaining representative as defined in Section 11 of Act 379, Public Acts of 1965, for all certified teaching personnel, counselors and media specialists employed by the Bridgman Public School District who are under contract for a regular assignment, but excluding supervisory, administrative and executive personnel, office, clerical, maintenance, operating employees, substitute teachers, and all others identified as falling within these categories.

- (A) The term “teacher”, when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.
- (B) The term “Board” shall include its officers and agents. The Board agrees not to negotiate with any organization other than that designated as the representative pursuant to Act 379, Public Acts of 1965, for the duration of this Agreement, pertaining to the next succeeding school year.

ARTICLE 2 - ASSOCIATION RIGHTS AND RESPONSIBILITIES

Section 1: The Board agrees that the teacher will not be coerced or discriminated against with respect to hours, wages, or any terms or conditions of employment because of his/her membership in the Association, participation in the Association activities, collective negotiations with the Board, or his/her institution of a grievance. The Association agrees that the Association shall not coerce nor discriminate against any employee by reason of his/her membership or lack thereof in the Association. The Association shall include its leadership and members.

Section 2: The Board agrees to permit the Association the use of school buildings without charge for Association meetings. All meetings shall have prior approval of the building principal. All general membership meetings shall be held outside of regular teacher hours and will be restricted to times when regular custodial personnel are on duty. Any additional maintenance or service charges will be assumed by the Association.

Section 3: The Board agrees to permit the Association the use of teacher mailboxes for purposes of distributing Association materials.

Section 4: The Board agrees to permit the Association the use of bulletin board space in the teachers' lounge of each building for the purpose of posting Association notices. Each notice shall be initialed by the Association President or Building Representative.

Section 5: The Association shall have the right to use school business equipment normally available for teacher use provided that the use thereof is strictly to serve the legitimate business needs of the Association. Use of said equipment shall be cleared with the building principal. Any costs incidental to such use shall be the obligation of the Association.

Section 6: The Board agrees, by consent of the building principal, to permit the Association officers (president, vice president, secretary, treasurer, executive director and one Association representative from each building) to travel from building to building within the school system during school hours when said officers do not have direct responsibility for the supervision of children, and provided that the responsibilities of the visited party or parties are not interfered with as expressed by consent of the principal of the building to be visited.

Section 7: Upon written request, the Board agrees to furnish the Association a copy of information pertaining to the official business of the Board, including financial information, as prescribed by Section 1202 of the School Code of 1976, MCL 380.1202. Examination of original records of above information shall be performed only in the office of the Board or its agents.

Section 8: Upon written request, the Board agrees to give the Association President prior notification of all Board meetings and provide the Association with a copy of each agenda, minutes and Treasurer's Report.

Section 9: The Board agrees that teachers shall be entitled to full rights of citizenship; and no religious or political beliefs of any teacher, or lack thereof, shall be grounds for any discipline or discrimination with respect to the professional employment of that teacher. The private and personal life of any teacher is not within the concern or attention of the Board unless the teacher's conduct adversely affects his/her relationship to students, the discharge of his/her teaching duties, or his/her image as a teacher in the community.

Section 10: The Board agrees the provisions of this Agreement and the wages, hours, terms, and conditions of employment shall be applied without regard to race, color, national origin, sex (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information or any other legal protected category. It is recognized that it is not improper to consider sex of an employee with a respect to a position for which sex is a bona fide occupational qualification because the position requires direct locker room supervision.

Section 11: The Board agrees that nothing contained herein shall be construed to deny or restrict to any teacher rights he/she may have under any other laws.

Section 12: The Association will be allotted a total of seven (7) days per year to be used for Association business. These days are non-accumulative. The Association President will approve the use of said days and notify the building principal five (5) days prior to the requested date(s).

Six (6) additional days may be used by Association officers and leaders for Association business, or by bargaining unit members for leadership training and conferences with the cost of the substitute paid by the Association.

Section 13: The accounting system of the Association shall not be a responsibility of the Business Office of the Board.

ARTICLE 3 - BOARD OF EDUCATION RIGHTS AND RESPONSIBILITIES

Section 1: The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States including, but without limiting the generality of the foregoing, the right:

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

Section 2: The exercise of the foregoing powers, rights, authority duties, and responsibilities by the Board; the adoption of policies, rules, regulations, and practices in furtherance thereof; and the use of judgment and discretion in connection therewith; shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

Section 3: The Board may require medical certification of illness or disability where such a requirement is reasonable.

Section 4: The Board of Education will consult with the Association regarding the evaluation process, procedures, and instrument and disclose to the Association the process, procedures and instrument prior to each school year. Each building principal will review the evaluation process, procedures, and instrument with his/her staff at the beginning of each school year.

Copies of all teacher evaluations will be forwarded to the Superintendent and subsequently placed in the teachers' personnel files. It is understood that a teacher may appeal the results of his/her evaluation to the Superintendent.

ARTICLE 4 - TEACHERS' RIGHTS AND RESPONSIBILITIES

Section 1: Upon written request, each teacher shall have the right to review the contents of his/her personnel file located in the Central Administration Office. The teacher may request an Association member to accompany him/her in this review.

Section 2: If an administrator conducts any conference for the purpose of disciplining a teacher orally or in writing, the teacher shall be notified of this purpose in advance and the teacher shall have, as an integral part of the proceedings, the right to request a witness of his/her choice to be present. For purposes of this section, formal disciplinary action shall be defined as verbal or written warning, demotion, suspension, or discharge of the teacher in question.

Section 3: There will be no mandatory lunch room duty for teachers unless it is a teaching assignment. Playground duty shall be assigned only during PreK-8 recess time and only if deemed necessary by the principal.

Section 4: The negotiations committee of the Association shall be permitted a reasonable number of meetings to be held at the conclusion of the work day.

Section 5: When a teacher is absent, the teacher is responsible for the preparation and submission of a lesson plan which contains sufficient detail that a substitute teacher can reasonably be expected to carry on classroom instruction. This section shall not be construed to imply that a teacher is not responsible to prepare lesson plans for those days when the teacher is not absent. It is recognized that the nature and content of lesson plans prepared for the use of a substitute teacher are different than the nature and content of a lesson plan prepared by a teacher for his/her daily use.

Section 6: It is the sole responsibility of the teacher to maintain his/her teaching certification. The certification a teacher has on file with the school district at the time a decision is made will govern. The certification of a teacher is on file with the school district if the teacher has filed with the school district either an appropriate teaching certificate issued by the Michigan Department of Education or written evidence from the teacher's education college that the teacher has met the requirements for the certification according to Section 1535 of the School Code, MCL 380.1535.

Section 7: Proper certification is necessary if the teacher is to work for the Bridgman Public Schools.

Section 8: Any case of assault upon a teacher shall be promptly reported to the administration. If a teacher is injured as a result of an assault, the administration will provide or arrange for first-aid treatment or, if necessary, call medical personnel on behalf of the teacher. The administration will also notify law enforcement of the assault on behalf of the teacher.

ARTICLE 5 - TEACHING HOURS

Section 1: The regular work day for all teachers shall cover a seven-and-one-half (7 1/2) hour time span. Teachers are expected to be accessible to students in their classrooms, offices or assigned areas for a minimum of fifteen (15) minutes prior to the start of the student school day and ten (10) minutes at the conclusion of the student school day. This will apply except for days on which necessary professional meetings are held. On Fridays and on days preceding holidays or vacations, teachers may leave at the close of the school day if no student or parent has requested a conference.

Full Day Schedule	BES	RMS	BHS
Teachers Report	7:30 a.m.	7:45 a.m.	7:40 a.m.
Building Doors Open	7:30 a.m.	7:45 a.m.	7:40 a.m.
Student Day Begins	7:45 a.m.	8:00 a.m.	7:55 a.m.
Student Day Ends	2:50 p.m.	3:05 p.m.	3:00 p.m.
Teachers Day Ends	3:00 p.m.	3:15 p.m.	3:10 p.m.
Total Teacher Hrs	7 hrs 30 min	7 hrs 30 min	7 hrs 30 min
Total Student Hrs	7 hrs 5 min	7 hrs 5 min	7 hrs 5 min
Half Day Schedule	BES	RMS	BHS
Teachers Report	7:30 a.m.	7:45 a.m.	7:40 a.m.
Building Doors Open	7:30 a.m.	7:45 a.m.	7:40 a.m.
Student Day Begins	7:45 a.m.	8:00 a.m.	7:55 a.m.
Student Day Ends	11:10 a.m.	11:25 a.m.	11:20 a.m.
Teachers Day Ends	3:00 p.m.	3:15 p.m.	3:10 p.m.
Total Teacher Hrs	7 hrs 30min	7 hrs 30 min	7 hrs 30 min
Total Student Hrs	3 hrs 25 min	3 hrs 25 min	3 hrs 25 min
2hr Delay Schedule	BES	RMS	BHS
Teachers Report	9:30 a.m.	9:45 a.m.	9:40 a.m.
Building Doors Open	9:30 a.m.	9:45 a.m.	9:40 a.m.
Student Day Begins	9:45 a.m.	10:00 a.m.	9:55 a.m.
Student Day Ends	2:50 p.m.	3:05 p.m.	3:00 p.m.
Teachers Day Ends	3:00 p.m.	3:15 p.m.	3:10 p.m.
Total Teacher Hrs	5 hrs 30 min	5 hrs 30 min	5 hrs 30 min
Total Student Hrs	5 hrs 5 min	5 hrs 5 min	5 hrs 5 min

The parties agree that it is the intent to operate the instructional day between 7:30 a.m. and 3:45 p.m. If circumstances arise which conflict with this intention, the administration agrees to consult with the Association prior to implementing any changes.

The instructional day shall be adjusted to meet the minimum hours of instruction required by law, without additional compensation.

Section 2: All teachers shall be entitled to a thirty-minute duty-free lunch period.

Section 3:

- (A) The normal weekly teaching load shall include five (5) conference periods for full-time high school and middle school teachers. The length of the conference/preparation period shall be +/- 5 minutes of $1/x$ (x = periods in a day). A period shall be defined as the time dedicated to core courses in that building. Assignment to a supervised study period shall not be considered as conference/preparation time for the purpose of this Article.
- (B) A conference/preparation period for elementary teachers shall be at least an average of thirty (30) minutes per day. This would include, but is not limited to, released time for such activities as physical education, music, etc.

For purposes of calculating planning time, itinerant teachers will have an equal amount of planning time as the teachers in the building where they spend the majority of their teaching assignment. Scheduling of itinerant teachers will take into consideration travel time between buildings.

Section 4: If bus scheduling requires that elementary students remain in the elementary building following the conclusion of the school day, the Board shall provide a designated area other than the classroom to accommodate these students.

Section 5: Should an act of God, or some other emergency, call for keeping students in their respective buildings beyond the end of the normal school day, teachers may be asked to remain with their students until such time as the emergency has ended or the students are sent home.

Section 6: The District shall employ sufficient classroom teachers to attain a pupil-teacher classroom ratio of not greater than thirty to one (30:1). Instructional personnel shall be used in determining this ratio. Students and teachers shall be counted on a full-time equivalency basis. Band and choir programs are exempt from the 30:1 ratio.

If the need arises to increase class size for any non-core classes (those other than Language Arts, Math, Science, and Social Studies), then the building principal, affected teacher, association president, and superintendent will meet to determine whether or not the 30:1 ratio may be increased for that school year only and to what level it may be increased.

The district shall employ sufficient classroom teachers to attain a pupil-teacher classroom ratio of not greater than twenty to one (20:1) in Progressive 5's.

If the need arises to increase class size in Progressive 5's, then the building principal, affected teacher(s), association president, and Superintendent will meet to determine whether or not the 20:1 ratio may be increased for that school year only, and to what level it may be increased.

Section 7: During parent-teacher conferences, teachers will be given release time equal to the time of the conferences if said conferences are scheduled beyond the regular workday.

Section 8: Teachers, who voluntarily agree to teach an overload assignment in lieu of a preparation period, will be compensated at a rate as follows: Teacher's salary divided by number of student's days divided by 420 minutes' equals per minute calculation. Multiply amount per minute times number of minutes in period times number of student days. This assignment will be posted in accordance with Article 6, Section 1, and determined on a year-to-year basis with no more than four overload sections per year district-wide.

Section 9: Parent/teacher meetings require an appointment. Exceptions to the appointment requirement can be made with teacher approval.

ARTICLE 6 - TEACHING VACANCIES AND PROMOTIONS

Section 1: Whenever any vacancy in a bargaining unit position in the District shall occur, the administration shall notify all certified teachers by email. When vacancies occur when school is not in session, the President of the Association or his/her designee shall be notified of such vacancy by the district. The Board reserves the right to fill such positions on a temporary or interim basis when warranted by conditions. Positions filled on an interim basis shall be declared vacant at the conclusion of the school year and shall be subject to application. All bargaining unit vacancies will be posted for ten (10) business days, except when mutually agreed upon with BEA President or his/her designee.

Section 2: A vacancy shall be defined as a newly created position within the bargaining unit or a present position within the bargaining unit that becomes unoccupied by reason of the permanent separation (by resignation, death, discharge, or transfer, etc.) of the employee formerly in the position.

ARTICLE 7 - ABSENCE WITHOUT LOSS OF PAY

Section 1: All contracted professional personnel of this school will be allowed a total of twelve (12) days of absence each year without loss of salary for the following reasons:

- (A) Personal illness or quarantine.
- (B) Serious illness in the immediate family (a member of the household or a person with whom one has had an association equivalent to family ties). For any such illness, the teacher may utilize not more than five (5) days per illness to make arrangements for care.
- (C) If a teacher knows that he/she will be absent for more than two (2) consecutive days, he/she shall contact the building principal by telephone as soon as possible prior to the absence.
- (D) If a teacher is absent for a period of five (5) or more consecutive school days due to illness or injury, the school administration may require that a doctor's certificate be furnished before payment of leave is granted or to determine if the employee is medically cleared to return to work. The District may contact the employee to ascertain the need to be placed on FMLA leave after three (3) days of absence. If a teacher fails to provide such doctor's certificate when requested by the school administration, then the Board shall have no further obligation for payment of leave.

Section 2: At the end of each year, any unused portion of the twelve (12) days (Section 1) shall be accumulative to a limit of one hundred fifteen (115) days and may be used at a subsequent time for the reasons listed in (a) and (b) only. Any employee who has reached the maximum of one hundred fifteen (115) leave days may sell back to the district, by October 1, those days they would have received for the current school year at a rate of \$50 per day.

Section 3: The pay provided for in this Article shall be available to the teacher on a pro rata basis and charged against the teacher's leave accumulation when the teacher is absent and eligible to receive compensation under social security, disability, teacher retirement disability, worker's compensation, or employer-provided short or long term disability insurance. Such pay shall be used to offset the difference between such disability subsidy and the teacher's normal net pay after applicable taxes, but shall not entitle the teacher to collect more than one hundred percent (100%) of the normal net pay after applicable taxes. Pay under this section shall not exceed the amount of leave the teacher has accrued at the onset of the illness or disability.

Section 4: Upon written request and prior approval, each teacher shall be permitted three (3) days of personal leave from the annual total of twelve (12) days of absence without loss of salary to take care of business of a nature which cannot be conducted after working hours, on weekends or during vacation periods. No personal leave days shall be granted on the day before or following a holiday or vacation period except in unusual circumstance and when approved by the Superintendent and/or his/her designee. Personal leave may not be used for secondary employment purposes. Requests for personal leave should be made in writing on forms provided for that purpose. The decision concerning the approval will be made by the principal, subject to review by the Superintendent and/or his/her designee. No more than two (2) teachers in each building may be granted personal leave time in May and June on the same day.

Section 5: Upon written request and prior approval, teachers may be granted professional leave not to be deducted from accumulated leave days. Professional leave shall refer to such activities as deemed

relative to professional growth in one's assigned or proposed assigned field. Should professional leave be granted, all expenses incurred as a result of same, may be borne by the district. The decision concerning the approval of said activities and expenses will be made by the principal, subject to review by the Superintendent and/or his/her designee.

Section 6: Teachers shall be granted up to five (5) days' absence due to death in the immediate family as defined above. These days shall not be discounted from leave and shall not be accumulative.

Section 7: Teachers shall be eligible to apply for sabbatical leave after seven (7) consecutive years of employment in the school system. Teachers may receive a full year at half-pay on the salary schedule of the last year of their employment. Teachers granted a sabbatical leave must return to the school system for the two (2) years immediately following the leave or be legally responsible for the return to the District of the full amount of the salary received from the District. Legally binding agreements shall be provided for those granted a leave. The sabbatical leave must be for professional improvement and requires the prior written approval of the school administration and the Board. Salary increments shall not accrue. Written notice to either return or resign shall be given to the Superintendent of Schools by March 1 of the year in which the leave expires. The administration shall advise the teacher, in writing, no later than February 1 of the year in which the leave expires of the teacher's duty to provide the aforementioned written notice to the Superintendent of Schools by March 1. If the teacher fails to provide the aforementioned written notice to the Superintendent of Schools by March 1 of the year in which the leave expires, this shall constitute the teacher's resignation from employment.

Section 8: If a teacher is absent because of jury duty, he/she shall not lose any salary or benefits. However, any compensation received by such teacher for this jury duty (other than mileage) shall be given to the Board. The Board may request the teacher to ask proper judicial authorities to excuse or delay jury duty when the teacher's absence may cause a hardship to the District.

Section 9: Leave and/or other paid leave taken under this Article shall be charged against the teachers' entitlement to leave under the Family and Medical Leave Act where applicable as permitted by the Act.

Section 10: Administration of policy:

- (A) A record shall be kept for each employee of the Board on which there shall be a continued accounting of leave credit.
- (B) Employees shall have online access to a report through the district's human resource and financial management system, indicating the amount of leave to their credit.
- (C) Holidays, vacations, or days when school is canceled because of circumstances beyond human control occurring during illness shall not be considered deductible from the employee's leave accumulation.
- (D) The question of employing a substitute or replacement for an absent employee has no relation to deductions made under this policy.

Section 11: Those members who have provided a doctor's verification of a serious illness and/or injury, and no longer have any sick leave available to them, may, at the discretion of fellow members of the bargaining unit, receive "a gift" of sick days from one or more members.

This may only take place when requested in writing by said member, recommended by the BEA Executive Committee, and approved by the Superintendent or his/her designee. Members "gifting" sick days must have at least fifty (50) days accumulated themselves and may not give more than twenty (20) days each.

When a staff member gives days, such days will be subtracted from that employee's sick days and added to the sick/injured employee's bank. Any unused days at the end of the illness/injury period will remain in the sick bank.

ARTICLE 8 - UNPAID LEAVE OF ABSENCE

Section 1: The Board may grant a leave of absence to any teacher for a period not to exceed one (1) year, subject to renewal at the will of the Board. The following conditions shall apply to all extended leaves of absence:

- (A) Leave days shall not accrue, but unused leave held at the start of the leave shall be reinstated.
- (B) Written notice to either return or resign shall be given the Superintendent of Schools by March 1 of the year in which the leave expires. The administration shall advise the teacher, in writing, no later than February 1 of the year in which the leave expires of the teacher's duty to provide the aforementioned written notice to the Superintendent of Schools by March 1. If the teacher fails to provide the aforementioned written notice to the Superintendent of Schools by March 1 of the year in which the leave expires, this shall constitute the teacher's resignation from employment.
- (C) Re-employment prior to the expiration of the leave shall be at the discretion of the Board, and re-employment for the beginning of a new school year shall be in accordance with the Michigan teachers' tenure act.

Section 2: Upon written application and Board approval, a leave of absence without pay for up to one (1) year may be granted for a study related to the teacher's licensed field. Salary increments shall not accrue.

Section 3: Upon written request and Board approval, any teacher whose personal illness extends beyond accumulated leave days may be granted a leave of absence without pay not to exceed one (1) year. A teacher's return from leave shall be governed by the Tenure Act and/or the Family Medical Leave Act. Before the teacher returns from such leave, the Board may require a certificate of good physical and mental health from a properly licensed doctor. Salary increments shall not accrue.

Section 4: Upon request, a teacher shall be granted an unpaid leave of absence for up to two (2) semesters to care for the teacher's newborn or newly adopted child.

Section 5: To the extent required by the provisions of the federal Family and Medical Leave Act, an eligible teacher shall be granted leave for the purposes and subject to the terms and conditions as provided by that law.

Section 6: Upon written request and Board approval, the Board may grant a leave of absence without pay for reasons not previously mentioned but considered justified by said Board. This power is purely discretionary in nature.

Section 7:

- (A) The question of employing a substitute or replacement for an absent employee has no relation to deductions made under this policy.
- (B) The daily deductions from the salary made under this policy shall be made by dividing the base salary by the number of work days indicated in the master contract.

- (C) Teachers will be notified immediately of any deductions in pay because of absence and will be given the reasons for such deductions.
- (D) Teachers may choose which paychecks, either their next succeeding or final check, from which such pay will be deducted.

ARTICLE 9 - GRIEVANCE PROCEDURE

Section 1: Right to File

Any individual teacher, group of teachers, or the Association, believing that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement, may file a grievance with the Board through its designated representative. The Board hereby designates as its representative for such purpose, the Building Principal in each school building and the Superintendent of Schools when the particular grievance arises in more than one school building or is directed against the principal.

Section 2: Rights Under Law

Nothing herein shall deny or restrict any person covered by this Agreement or either party from exercising the rights or seeking redress under any applicable law.

Section 3: Individual Right

Any individual grievance filed by a teacher shall be made known to the Association by the Board through its designated representative.

Section 4: Prior Adjudication

No dispute pertaining to this contract which has first been adjudicated through any court of law or administrative agency of the State or Federal Government may then be processed through this grievance procedure.

Section 5: Form of Grievance

A grievance shall be presented in writing and shall specify the following: 1) aggrieved party(ies); 2) date(s) of occurrence; 3) party(ies) involved; 4) the specific provision(s) of this Agreement cited and how the grievant claims the Agreement has been violated, misinterpreted or misapplied; and 5) relief desired.

Section 6: All teachers who possess adverse claims or whose rights might be adversely affected by a grievance, must submit such claims or rights for determination in the same grievance proceeding.

Section 7: Procedure

The grievance procedure shall operate as follows:

- (A) For purposes of this Article, the term "days" shall be defined as "school days" during the regular academic year and the business days when the central administration office is open during the summer.
- (B) The teacher or his/her designee shall meet informally with their building principal or the superintendent, if the grievance is to be initiated at that level, and try to resolve the problem. If this informal meeting does not resolve the problem, the teacher shall have ten (10) days from the date of the occurrence of any alleged contract violation to file for relief in writing with his/her principal or supervisor.
- (C) Principals shall have five (5) days within which they may respond to a grievance.
- (D) Within ten (10) days following the principal's response or fifteen (15) days after the initial filing, a grievance may be appealed to the Superintendent.

- (E) The Superintendent shall have fifteen (15) days after appeal to him within which he shall respond to a grievance.
- (F) Within twenty (20) days following the Superintendent's response, the grievance may be appealed to the Board of Education or to designated representatives of the Board (to consist of three (3) members of the Board). The Board or its designated representative shall thereupon schedule a hearing at the earliest reasonable date.
- (G) Within twenty (20) days following the Board's response, the grievance may be submitted to binding arbitration by filing a demand for Arbitration with the American Arbitration Association. Individual teachers shall not have the right to submit grievances to binding arbitration. Such authority is vested solely with the union. The selection of an arbitrator and the procedures governing arbitration shall be in accordance with the rules and procedures of the American Arbitration Association provided, however, that the Association shall be solely authorized to file for arbitration.
- (H) All costs of arbitration shall be borne by the party whose case does not prevail.

Section 8: Powers of the Arbitrator

The Arbitrator shall be empowered, except as limited herein, to make a decision binding upon the parties and to grant such relief as will implement the Agreement of the parties; provided, however:

- (A) The arbitrator may not add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
- (B) The arbitrator shall have no power to establish salary scales.
- (C) The arbitrator may not change any practice, policy or rule of the Board not inconsistent with the Agreement, nor may he substitute his judgment for that of the Board as to the reasonableness of any practice, policy or rule not inconsistent with this Agreement.
- (D) The arbitrator shall have no power to decide procedural questions relating to discharge under the Teacher's Tenure Act as long as it exists in its current or amended form.
- (E) The arbitrator shall have no power to rule on any matters specified as non-grievable items in Section 12 below.
- (F) The arbitrator shall have no power to interpret prohibited subjects of bargaining.

Section 9: Claims for Back Pay

- (A) All claims for back pay shall be limited to the amount of wages that the employee would otherwise have earned, less any interim earnings or unemployment compensation received by the grievant during the period for which back pay is claimed, together with interest at the statutory rate established for interest on judgment.
- (B) No decision in one case shall require a retroactive wage adjustment in any other case or for any other employee unless other cases are filed and pending on the representative case.

- (C) The Board will not be required to pay back wages for more than ten (10) days prior to the date a written grievance is filed, except that in the case of continuing violation, back wages will be limited to no more than one year prior to the date of filing the grievance.

Section 10: Failure of Appeal

If no appeal is made in any stipulated period, a grievance shall be considered abandoned. If no response is made, the grievance shall automatically proceed to the next step.

Section 11: Time Limit

Any time limit or step provided in this Article may be waived in writing by mutual consent.

Section 12: Non-Grievable Items

The following matters shall not be the basis of any grievance filed under the procedures outlined in this Article:

- (A) Failure to re-employ or the termination of services of any probationary teacher
- (B) The placement of a teacher on a fifth year of probation
- (C) Failure to employ or re-employ a teacher in an extra-duty assignment
- (D) Any procedure that is subject to the specific procedures under the provisions of the Michigan Teacher's Tenure Act.

Section 13: Location of Arbitration Hearings

The parties mutually agree that all arbitration hearings held during the duration of this Agreement shall be held at a school district facility unless otherwise mutually agreed.

ARTICLE 10 - PROFESSIONAL COMPENSATION AND METHODS AND PAYMENT

Section 1: Refer to Appendix A relative to salary schedules; Appendix B relative to fringe benefits; and Appendix C relative to extracurricular activities.

Section 2: Level advancements and/or Pay Raises are dependent upon receiving an Effective or Highly Effective evaluations of previous assignments or are “exempt” and are not to be considered automatic.

Section 3: Pay shall be distributed on alternate Fridays beginning with the first Friday, which concurs with the payroll schedule of the administrative and non-instructional personnel. Each pay shall be, at the option of the teacher, either one twenty-second (1/22) or one twenty-sixth (1/26) of the contract salary, minus legal and teacher authorized deductions. Teacher shall notify the school district no later than August 1 of each school year which of the foregoing options they elect.

Teachers electing to receive twenty-six (26) equal pays shall also have the option of receiving a lump sum at the close of the academic year in accordance with Section 6 below.

Section 4: All new bargaining members will receive their first pay on first payday after the start of the school year.

Section 5: Teachers terminating employment with the Bridgman Public School District (other than the end of the school year) shall be paid fully, in lump sum, all contractual monies due them. This payment will occur at the conclusion of the pay period immediately following their resignation.

Section 6: Teachers may elect to draw in a lump sum all monies earned, at the close of the academic school year. Said request must be made in writing prior to March 1. The monies shall be incorporated in the check which follows the first data processing payroll submittal date after the close of the school year.

Section 7: Compensation for the discharging of extra-curricular duties shall be paid in full at the conclusion of the activity in question.

Section 8: Beginning in 2024-2025, in the employment of teachers new to Bridgman Public School District, the Board reserves the right to place an incoming experienced teacher at an appropriate professional salary level in Appendix A higher or lower than the teacher’s actual years of experience. This ability is capped at \$5,000 more than the individual earned at a previous position.

Section 9: The salary of any teacher employed during mid-year or part-time shall be in direct proportion to the salary schedule.

Section 10: Teachers attending professional meetings or conferences shall have prior approval of their building principal and Superintendent. Only those conference or meeting expenses approved by the building principal will be paid by the District. When mileage expenses are paid, the rate shall be at the current IRS rate per mile. Other expenses that may be paid with prior approval of the principal and Superintendent include conference registration fee and lodging and meals.

Section 11: Bargaining unit members shall be paid only actual mileage at the current IRS mileage rate for necessary travel during the instructional day between two or more buildings.

If, however, their teaching assignment is such that they have daily teaching responsibilities as defined above, they shall receive actual mileage as defined, plus a \$150.00 annual stipend which will be payable by June 30th.

Said actual mileage must be claimed on Records Day each semester on forms provided by the Business Office and will be paid immediately following the regularly scheduled Board of Education meetings in February and July.

Section 12: Upon appropriate written authorization from the bargaining unit member, the Employer shall deduct from the wages of any such member and make appropriate remittance for annuities, MESSA programs not fully Employer-paid, financial institutions, charitable donations, or any other plans or programs jointly approved by the Association and the Board.

Section 13: Teachers asked to substitute on an individual class basis shall be paid at the rate of \$30 per class period. Payment made for substitution on an individual class basis shall be made as it accumulates.

Section 14: Members who have received an Effective evaluation from their previous assignment at Bridgman Public Schools and who obtain an additional fifteen (15) graduate credit hours past their Bachelor's Degree, complete their Master's Degree, and/or obtain fifteen (15) additional graduate credit hours past their Master's Degree, shall at the semester following completion and submission of evidence of the graduate credit hour/degree, also advance one (1) additional level from their current salary level.

Section 15: All members will be required to have their payroll check(s) direct deposited into a financial institution of their choosing.

Section 16: No payment under the leave policy shall be made beyond the date of resignation, death or retirement of an employee.

Section 17: The district shall reimburse the fees towards certification renewal for the current district assignment as long as the member has received an Effective evaluation or are "exempt" during the recertification period.

Section 18: All work deemed necessary for the district outside of the contractual time approved by the Superintendent (or designee) shall be paid at the rate of \$30 per hour.

Section 19: Any member of the Bridgman Education Association may elect to have their union membership dues deducted from payroll. Such authorization shall continue in effect from year-to-year unless revoked according to the procedures outlined by the Michigan Education Association (MEA). The employer shall deduct one-tenth of dues from the regular salary check of the bargaining member each month for ten (10) months, beginning in September and ending in June of each year.

**Article 11 - School Calendar
2023-2024 Bridgman Public Schools**

Month	Day	Description	Student	Teacher	Total Number of Student Days	Total Number of Teacher Days
			Days Per Month	Days Per Month		
August	23	Distict Wide Opening Day Meeting/Teacher Preparation Day	4	6	4	6
	24	Building Level Staff Meetings/Professional Development Day				
	28	First Day of School (Half Day of School for All Students) (Teacher Prep in PM)				
		<i>FLIPPED STAFF MEETINGS</i>				
September	1	No School for All Students and Staff	19	19	23	25
	4	Labor Day - No School for All Students and Staff				
		<i>REGULAR STAFF MEETINGS</i>				
October	13	Half Day of School for All Students (Teacher PD in PM)	22	22	45	47
	13	End of First Marking Period				
		<i>FLIPPED STAFF MEETINGS</i>				
November	6	BHS Parent/Teacher Conferences (4-7 PM)	19	19.5	64	66.5
	7	RMS Parent/Teacher Conferences (4-7 PM)				
	8	BES Parent/Teacher Conferences (4-7 PM)				
	9	Half Day of School for All Students (Virtual Teacher PD in PM) District-wide Parent/Teacher Conference (4-7 PM)				
	10	Half Day of School for All Students and Staff				
	22-24	Thanksgiving Break - No School for All Students and Staff				
		<i>NO STAFF MEETINGS</i>				
December	18	End of Second Marking Period	15	15	79	81.5
	19	MS/HS Exams (Half Day of School for All Students)				
	20	MS/HS Exams (Half Day of School for All Students)				
	21	MS/HS Exams (Half Day of School for All Students and Staff)				
	22	No School for All Students Half Day for Teachers (Virtual PD)				
	25-29	Winter Break - No School for All Students and Staff				
		<i>REGULAR STAFF MEETINGS</i>				
January	1-5	Winter Break - No School for All Students and Staff				
	8	School Resumes	17	17	96	98.5
	15	No School for All Students and Staff				
		<i>FLIPPED STAFF MEETINGS</i>				
February	16	Half Day of School for All Students (Virtual Teacher PD in PM)				
	19	No School for All Students and Staff	20	20	116	118.5
		<i>REGULAR STAFF MEETINGS</i>				
March	15	Half Day of School for All Students and Staff	20	19.5	136	138
		End of Third Marking Period				
	29	No School for All Students and Staff				
		<i>FLIPPED STAFF MEETINGS</i>				
April	1-5	Spring Break - No School for All Students and Staff				
			17	17	153	155
		<i>REGULAR STAFF MEETINGS</i>				
May	3	Half Day of School for All Students (Teacher PD in PM)	22	22	175	177
	24	Half Day of School for All Students (Virtual Teacher PD in PM)				
	27	Memorial Day - No School for All Students and Staff				
June	4	End of Fourth Marking Period				
	5	MS/HS Exams (Half Day of School for All Students)				
	6	MS/HS Exams (Half Day of School for All Students)	5	4.5	180	181.5
	7	MS/HS Exams (Half Day of School for All Students and Staff) Last Day of School - Teacher Record Day				

1. Student Days: 180, Teacher Days: 181.5

2. Teacher orientation and in-services shall be planned cooperatively by the Administration and teaching staff.

3. 12/21/23 & 6/7/24 teacher half days are compensation for the November PT Conference sessions.

NOTE: The school district shall be entitled to reschedule any days/hours lost in the event schools are closed for reasons beyond the control of the school district which do not allow such days/hours to be counted as days/hours of student instruction. The rescheduling of such days/hours shall not entitle employees to additional compensation. Teachers will not be required to report on days/hours when schools are closed. Any days/hours which need to be made up will be added as an extension of the school year in June.

**Article 11 - School Calendar
2024-2025 Bridgman Public Schools**

Month	Day	Description	Student	Teacher	Total Number of Student Days	Total Number of Teacher Days
			Days Per Month	Days Per Month		
August	21	Distict Wide Opening Day Meeting/Teacher Preparation Day	4	6	4	6
	22	Building Level Staff Meetings/Professional Development Day				
	26	First Day of School (Half Day of School for All Students) (Teacher Prep in PM)				
	30	No School for All Students and Staff				
<i>FLIPPED STAFF MEETINGS</i>						
September	2	Labor Day - No School for All Students and Staff	20	20	24	26
<i>REGULAR STAFF MEETINGS</i>						
October	18	Half Day of School for All Students (Teacher PD in PM)	23	23	47	49
	18	End of First Marking Period				
<i>FLIPPED STAFF MEETINGS</i>						
November	11	BHS Parent/Teacher Conferences (4-7 PM)	18	18.5	65	67.5
	12	RMS Parent/Teacher Conferences (4-7 PM)				
	13	BES Parent/Teacher Conferences (4-7 PM)				
	14	Half Day of School for All Students (Virtual Teacher PD in PM) District-wide Parent/Teacher Conference (4-7 PM)				
	15	Half Day of School for All Students and Staff				
	27-29	Thanksgiving Break - No School for All Students and Staff				
<i>NO STAFF MEETINGS</i>						
December	16	End of Second Marking Period	14	14	79	81.5
	17	MS/HS Exams (Half Day of School for All Students)				
	18	MS/HS Exams (Half Day of School for All Students)				
	19	MS/HS Exams (Half Day of School for All Students and Staff)				
	20	No School for All Students Half Day for Teachers (Virtual PD)				
	23-31	Winter Break - No School for All Students and Staff				
<i>REGULAR STAFF MEETINGS</i>						
January	1-3	Winter Break - No School for All Students and Staff				
	6	School Resumes	19	19	98	100.5
	20	No School for All Students and Staff				
<i>FLIPPED STAFF MEETINGS</i>						
February	14	Half Day of School for All Students (Virtual Teacher PD in PM)				
	17	No School for All Students and Staff	19	19	117	119.5
<i>REGULAR STAFF MEETINGS</i>						
March	14	Half Day of School for All Students and Staff (Virtual Teacher PD in PM)	19	19	136	138.5
		End of Third Marking Period				
	28	No School for All Students and Staff				
	31	Spring Break Begins - No School for All Students and Staff				
<i>FLIPPED STAFF MEETINGS</i>						
April	1-4	Spring Break - No School for All Student and Staff				
	18	Half Day of School for All Students and Staff	18	17.5	154	156
<i>REGULAR STAFF MEETINGS</i>						
May	9	Half Day of School for All Students (Teacher PD in PM)	21	21	175	177
	23	Half Day of School for All Students (Virtual Teacher PD in PM)				
	26	Memorial Day - No School for All Students and Staff				
June	3	End of Fourth Marking Period				
	4	MS/HS Exams (Half Day of School for All Students)	5	4.5	180	181.5
	5	MS/HS Exams (Half Day of School for All Students)				
	6	MS/HS Exams (Half Day of School for All Students and Staff)				
		Last Day of School - Teacher Record Day				

1. Student Days: 180, Teacher Days: 181.5

2. Teacher orientation and in-services shall be planned cooperatively by the Administration and teaching staff.

3. 12/19/24 & 6/6/25 teacher half days are compensation for the November PT Conference sessions.

NOTE: The school district shall be entitled to reschedule any days/hours lost in the event schools are closed for reasons beyond the control of the school district which do not allow such days/hours to be counted as days/hours of student instruction. The rescheduling of such days/hours shall not entitle employees to additional compensation. Teachers will not be required to report on days/hours when schools are closed. Any days/hours which need to be made up will be added as an extension of the school year in June.

**Article 11 - School Calendar
2025-2026 Bridgman Public Schools**

Month	Day	Description	Student	Teacher	Total Number of Student Days	Total Number of Teacher Days
			Days Per Month	Days Per Month		
August	20	Distict Wide Opening Day Meeting/Teacher Preparation Day	4	6	4	6
	21	Building Level Staff Meetings/Professional Development Day				
	25	First Day of School (Half Day of School for All Students) (Teacher Prep in PM)				
	29	No School for All Students and Staff				
		<i>FLIPPED STAFF MEETINGS</i>				
September	1	Labor Day - No School for All Students and Staff	21	21	25	27
		<i>REGULAR STAFF MEETINGS</i>				
October	17	Half Day of School for All Students (Teacher PD in PM)	23	23	48	50
	17	End of First Marking Period				
		<i>FLIPPED STAFF MEETINGS</i>				
November	10	BHS Parent/Teacher Conferences (4-7 PM)	17	17.5	65	67.5
	11	RMS Parent/Teacher Conferences (4-7 PM)				
	12	BES Parent/Teacher Conferences (4-7 PM)				
	13	Half Day of School for All Students (Virtual Teacher PD in PM) District-wide Parent/Teacher Conference (4-7 PM)				
	14	Half Day of School for All Students and Staff				
	26-28	Thanksgiving Break - No School for All Students and Staff				
		<i>NO STAFF MEETINGS</i>				
December	15	End of Second Marking Period	14	14	79	81.5
	16	MS/HS Exams (Half Day of School for All Students)				
	17	MS/HS Exams (Half Day of School for All Students)				
	18	MS/HS Exams (Half Day of School for All Students and Staff)				
	19	No School for All Students				
		Half Day for Teachers (Virtual PD)				
	22-31	Winter Break - No School for All Students and Staff				
		<i>REGULAR STAFF MEETINGS</i>				
January	1-2	Winter Break - No School for All Students and Staff				
	5	School Resumes	19	19	98	100.5
	19	No School for All Students and Staff				
		<i>FLIPPED STAFF MEETINGS</i>				
February	13	Half Day of School for All Students (Virtual Teacher PD in PM)				
	16	No School for All Students and Staff	19	19	117	119.5
		<i>REGULAR STAFF MEETINGS</i>				
March	13	Half Day of School for All Students (Virtual Teacher PD in PM)	19	19	136	138.5
		End of Third Marking Period				
	27	No School for All Students and Staff				
March	30-31	Spring Break Begins - No School for All Students and Staff				
		<i>FLIPPED STAFF MEETINGS</i>				
April	1-3	Spring Break - No School for All Student and Staff				
	17	Half Day of School for All Students and Staff	19	18.5	155	157
		<i>REGULAR STAFF MEETINGS</i>				
May	8	Half Day of School for All Students (Teacher PD in PM)	20	20	175	177
	22	Half Day of School for All Students (Virtual Teacher PD in PM)				
	25	Memorial Day - No School for All Students and Staff				
June	2	End of Fourth Marking Period				
	3	MS/HS Exams (Half Day of School for All Students)	5	4.5	180	181.5
	4	MS/HS Exams (Half Day of School for All Students)				
	5	MS/HS Exams (Half Day of School for All Students and Staff) Last Day of School - Teacher Record Day				

1. Student Days: 180, Teacher Days: 181.5
 2. Teacher orientation and in-services shall be planned cooperatively by the Administration and teaching staff.
 3. 12/18/25 & 6/5/26 teacher half days are compensation for the November PT Conference sessions.
- NOTE: The school district shall be entitled to reschedule any days/hours lost in the event schools are closed for reasons beyond the control of the school district which do not allow such days/hours to be counted as days/hours of student instruction. The rescheduling of such days/hours shall not entitle employees to additional compensation. Teachers will not be required to report on days/hours when schools are closed. Any days/hours which need to be made up will be added as an extension of the school year in June.

ARTICLE 12 - NEGOTIATIONS PROCEDURES

Section 1: Any time after January 1 prior to the expiration of this Agreement, the Board and Association bargaining representative may begin negotiations for an agreement pertaining to the ensuing school year(s) contingent upon either party notifying the other in writing at least thirty (30) days in advance.

Section 2: In the negotiations procedure, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party. It is recognized that no final agreement between the parties may be executed without ratification by a majority of the Board and by a majority of the membership of the Association; but the parties mutually pledge that the representatives selected by each shall be given all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification. Such representatives shall be empowered to agree to negotiations schedules and procedures.

Section 3: If the Tax Tribunal's final ruling has an adverse effect on the District, the entire Master Agreement shall be opened up for bargaining. If the Tax Tribunal's final ruling has a neutral or favorable effect on the District and/or the final ruling has not yet been adjudicated, only Appendix A and Appendix B will be opened up for bargaining in subsequent years of the Master Agreement.

ARTICLE 13- NO STRIKE/NO LOCKOUT

Section 1: The Association and its members agree that they will not, during the period covered by this Agreement, lower their standards and efforts relative to the educational process, nor will they directly or indirectly engage in or assist in any strike, sympathy strike, slowdown or work stoppage.

Section 2: The Employer agrees that there will be no lockout during the term of this Agreement.

ARTICLE 14 - MISCELLANEOUS PROVISIONS

Section 1: This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed Letter of Agreement.

Section 2: 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; and any individual contract hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement and its amendments. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

Section 3: This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Section 4: If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision of application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Section 5: Instructional Council

- (A) The Instructional Council shall be comprised of:
- Assistant Superintendent and/or designee
 - BHS Principal
 - RMS Principal
 - BES Principal
 - BHS Representative
 - RMS Representative
 - BES Representative
 - District Instructional Technologist

Qualifications:

- Candidates must be a tenured teacher at Bridgman Public Schools
- Candidates must have received an "Effective" evaluation rating on their teacher evaluations or "exempt" from the evaluation process in accordance with MCL 380.1249 (2) (k)
- Candidates must have demonstrated district and building level leadership qualities
- Candidates must be able to effectively communicate with district and building administrators and district and building teachers
- Candidates must have a strong knowledge and background in curriculum and instruction

Duties and Responsibilities:

- Attend at least 80% of the Instructional Council meetings
- Attend at least 80% of Building Leadership meetings
- Take minutes at meetings
- Work with department specific Building Representatives to formulate professional development agendas
- Other duties and responsibilities as a result of being an Instructional Council member

Any member of the Instructional Council who is included in the recognition clause will be paid a stipend of \$1,000 per school year. These positions will be posted internally at the conclusion of each school year. The Superintendent will be responsible for the hiring of Instructional Council Members.

Section 6: Building Leadership Team shall be comprised of:

- (1) BHS Math Rep
- (1) RMS Math Rep
- (1) BES Math Rep
- (1) BHS ELA Rep
- (1) RMS ELA Rep
- (1) BES ELA Rep
- (1) BHS Social Studies Rep
- (1) RMS Social Studies Rep
- (1) BES Social Studies Rep
- (1) BHS Science Rep
- (1) RMS Science Rep
- (1) BES Science Rep
- (1) BHS VPAA Rep
- (1) RMS VPAA Rep
- (1) BES VPAA Rep
- (1) BHS Counseling Rep
- (1) RMS Counseling Rep
- (1) BES Counseling Rep
- (1) BHS Physical Ed/Health Rep
- (1) RMS Physical Ed/Health Rep
- (1) BES Physical Ed/Health Rep
- (1) District Foreign Language Rep
- (1) BHS Special Education Rep
- (1) RMS Special Education Rep
- (1) BES Special Education Rep
- (1) BHS Behavioral Representative (at large position)
- (1) RMS Behavioral Representative (at large position)
- (1) BES Behavioral Representative (at large position)

Qualifications

- When possible, candidates will be a tenured teacher at Bridgman Public Schools
- Candidates will demonstrate district and building level leadership qualities
- Candidates must be able to effectively communicate with district and building administrators and district and building teachers
- Candidates must have a strong knowledge and background in specific content knowledge

Duties and Responsibilities:

- Building Leadership Team members must attend building department meetings and 80% of Building Leadership Team meetings
- Take minutes at meetings
- Work with other Building Leadership Team members to create vertical professional development agenda(s) and lead/facilitate vertical professional development opportunities
- Work with the subject area administrator on adoption of new curriculum during an adoption year (coordinating department meetings, site visits, organizing materials, arranging webinars/presentations with potential companies, etc.)

- Other duties and responsibilities as a result of being a Building Leadership Team member

Each of the Building Leadership Team members will be paid a stipend of \$1,000.00 per school year. These positions will be posted internally at the conclusion of each school year. Each building principal will be responsible for hiring their Building Leadership Team, and BES and RMS will, as possible, include one team member from each grade level. The High School Principal and Middle School Principal will be responsible for hiring of the district Foreign Language representative.

Note: No one can serve on the Instructional Council and be a Building Leadership Team member. No one can serve multiple roles on the Building Leadership Team.

Section 7: Any teacher who shall serve, or is serving, in a supervisory or executive or administrative position within the Bridgman Public Schools and who is later returned to teacher status in this District shall be entitled to retain all rights they may have had under this Agreement prior to such service in administrative position. Years spent in a supervisory or executive or administrative position shall be considered as years spent for computation of salary only.

Section 8: The undersigned parties hereby acknowledge the requirement of Section 1526 of the School Code for each teacher during the first three (3) years of employment be assigned a mentor or mentors. A mentor shall be a teacher, retired teacher or college professor. A mentor shall be available to provide professional support, instruction and guidance in a collegial relationship.

The Superintendent shall determine the mentor or mentors to be assigned. Assignment of a bargaining unit member to be a mentor shall be voluntary. A mentor teacher assigned from the bargaining unit:

- (A) Shall be a tenured teacher
- (B) Whenever practical, shall work in the same building and have the same area of certification as the new teacher to whom they are assigned
- (C) Will not be responsible for the evaluation of the new teacher to whom they are assigned and will not be required to participate in it
- (D) Will not provide any documentation, any written or verbal statements or opinions or any other expressions of opinion or observation for the new teacher's personnel file or in any proceedings, hearing or meeting before the Board or its administration or in any grievance hearing or arbitration proceeding, regarding the instructional competency of the new teacher to whom they are assigned, unless allegations of misconduct of which the mentor teacher has knowledge are involved
- (E) The mentor teacher will receive a \$500 stipend at the end of the school year upon successful completion of mentoring responsibilities

Release time may be granted for the mentor teacher to conference with the new teacher to whom they are assigned.

Section 9: Those teachers who, prior to the last business day of January, submit a letter of intent to retire at the conclusion of the respective school year, will receive \$200 per year of Bridgman teaching experience added to their annual contracted salary, beginning with the first pay period in February and continuing to the end of their contract. Or the teacher may choose to sell back any unused leave days at \$50.00 per day to the maximum of 115 accumulated days. The teacher will receive the amount that is greater.

ARTICLE 15 – TEACHER EVALUATION

The District will continue to use Charlotte Danielson’s “The Framework of Teaching Evaluation” Tool for the purpose of evaluations of staff under this agreement.

All newly hired teachers will be introduced to Charlotte Danielson’s “The Framework of Teaching Evaluation” tool.

Teachers shall only be evaluated by Administrators who have completed a ‘rater reliability’ training every three (3) years. The training shall include no less than the following:

- a. A clear and consistent set of evaluation criteria that all evaluators can use when assessing teacher performance.
- b. Clear expectations for what evaluators should look for when assessing teacher performance, including key behaviors and practices that are associated with effective teaching as included in the negotiated evaluation system and tools.
- c. Training on the evaluation process itself, including how to conduct classroom observations, collect data, and analyze results.
- d. Calibration exercises that help evaluators practice using the evaluation criteria and establish consistency in the evaluator’s evaluations.
- e. Ongoing support for evaluators, including feedback from administrators and Association designated teachers to help them improve their skills and ensure they are consistently applying the evaluation criteria.

Beginning with the 2024-25 school year the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:

1. specific performance goals to improve their effectiveness in the upcoming school year.
2. an evaluation of the teacher’s job performance with timely and constructive feedback.
3. clear approaches to measuring student growth with relevant data on student growth.
4. multiple rating categories that take into account student growth and assessment data that have been negotiated with the Association.
5. the use of student growth and assessment data as 20% of the year-end evaluation determination.

Beginning July 1, 2024, the annual performance evaluation system will assign a year-end rating of ‘effective’, ‘developing’, or ‘needing support’. End of the year evaluations must be completed by June 1st. In the event an evaluation is not completed by June 1st a rating of ‘effective’ will be entered for the individual. A teacher who works less than sixty (60) days in any school year will receive the previous year’s rating if evaluated by BPS. Teachers that work less than sixty (60) days and not evaluated the previous year in BPS will receive an ‘unevaluated’ rating.

<u>Tenured</u>	<u>Non-Tenured</u>	<u>Exempt</u>
2 student growth goals	2 student growth goals	2 walkthroughs
1 professional growth goal	2 professional growth goals	
2 walkthroughs	3 to 4 walkthroughs	
1 unannounced observation	1 unannounced observation	
Data Collection	1 announced observation	
End of Year Meeting	Mid-Year Review	
	Data Collection	
	End of Year Meeting	

If a tenured teacher has been rated 'highly effective' or 'effective' with a final rating of (3.60 – 4.00) for three (3) consecutive year-end evaluations, they shall be evaluated every third (3rd) year. If a tenured teacher has been rated 'effective' with a final rating of (3.20 to 3.59) for three (3) consecutive year-end evaluations, they shall be evaluated every second (2nd) year. If the subsequent year-end rating is not 'effective' on an evaluation following the third (3rd) year, the teacher shall be evaluated annually until receiving an 'effective' rating for an additional three (3) consecutive years.

In addition to the above procedures, teachers who are evaluated with an IDP (received a 'minimally effective', 'ineffective' rating, prior to July 1, 2024, or 'needing support', or 'developing' rating thereafter, and/or 1st year teachers) shall be provided the following:

- a. Specific performance goals that will be used to assist in improving effectiveness for the next school year developed with consultation and agreement by the teacher.
- b. training to be provided by the district to assist the teacher in meeting the goals of the IDP.
- c. a mid-year progress report, completed no later than January 1, that is used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist in any needed additional improvement that is aligned with the existing IDP.
- d. A Mentor teacher that is informed of the conditions and requirements of the IDP in order to assist the mentee in the described performance goals of the IDP.

Teachers will have the right to submit a rebuttal to their year-end performance evaluation to be included in their personnel file and uploaded in their year-end performance evaluation.

Should a teacher feel any part of this Article or the tool being used has been violated they will have the right to the grievance procedure outlined in Article 9, up to and including binding arbitration.

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 a 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 within 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 as outlined in Article 9.

ARTICLE 16 - TEACHER PLACEMENT AND REASSIGNMENT

Section 1: Teachers must be certified and qualified for their placement or assignment. The District can obtain emergency authorization for teachers to teach specific courses when certified and qualified members cannot be found for the position. The following criteria will be used when placing or reassigning teachers. The criteria are not listed in order of priority.

- (A) The length of service within the district will be considered in situations where placement decisions are made between candidates of comparable qualifications.
- (B) Previous performance evaluation scores will be taken into account during placement changes.
- (C) A teacher's attendance record and disciplinary history will be reviewed and factored into placement decisions.
- (D) Growth data, reflective of a teacher's impact on student learning and development, will be utilized as a component in making informed decisions regarding changes in teacher placement.
- (E) Positive relationships with stakeholders will be considered.

Section 2: The administration recognizes the value of continuity and expertise that comes with a teacher's tenure in a specific grade level and subject area. The length of time a teacher has dedicated to a particular grade level or subject area will be considered favorably during placement decisions. Departments and/or Grade Level Teams will be consulted and their recommendations will be given consideration when changes in teacher placement are being deliberated.

Section 3: When reassigning teachers the following must be considered:

- (A) The administration shall ensure that any teacher subject to a change in placement will be notified in person by a member of the administrative team.
- (B) Teachers will be provided with a notice period of 10 business days prior to any changes in placement, when circumstances permit.
- (C) If reassigned during the school year, any work conducted outside of contractual hours shall be compensated. This compensation will be determined through a mutual agreement between the teacher and the administration. Alternatively, teachers may be granted release time in lieu of financial compensation, subject to mutual agreement and the needs of the educational program.

ARTICLE 17 – TEACHER LAYOFF AND RECALL

Section 1: A teacher’s certification/qualification (expertise/training) will be considered along with the following criteria (in no particular order):

- (A) In instances where layoff/recall decisions are made between candidates of comparable qualifications, length of service will be considered, honoring the dedication and loyalty of our long-serving educators.
- (B) Previous performance evaluation rating score will be taken into account during layoff/recall changes. This consideration ensures that the quality of teaching remains a priority in our decision-making process.
- (C) A teacher’s attendance record and disciplinary history will be reviewed and factored into layoff/recall decisions. This measure reflects our commitment to reliability and professionalism in the educational environment.
- (D) 3 year growth data average (last three years available) reflective of a teacher’s impact on student learning and development will be utilized as a component in making informed decisions regarding the layoff/recall of a teacher.
- (E) Positive relationships with stakeholders will be considered.

Section 2: Layoff notifications shall be delivered in person to the affected teachers no later than twenty (20) calendar days before the conclusion of the school year.

Section 3: Affected teachers shall receive recall notifications via certified mail. Teachers must respond to the recall notice within seven (7) calendar days from the date of receipt. Failure to respond within this timeframe will result in forfeiture of their position on the recall list. Teachers subject to recall/layoff must promptly report any changes in address to the district office to ensure they receive timely communication regarding recall opportunities.

Section 4: Laid-off teachers who secure alternate employment must inform the district of their new employment status. Upon such notification, they will be removed from the recall list.

Section 5: Teachers will be taken off the recall list after a period of two (2) years from the date of layoff.

Section 6: The superintendent reserves the right to reassign current teachers to fill vacancies prior to initiating the recall of laid-off teachers, based on the district’s operational requirements.

ARTICLE 18 – TEACHER DISCIPLINE

The parties agree that discipline as used in this Agreement shall be used to correct an employee's behavior and will not violate their right to due process. Due process is defined as an opportunity to hear and respond to the claim and includes (not exclusively): a fair and objective investigation, request for Association representation, evidence provided of claim, equal treatment, and is progressive in nature.

The specific grounds for disciplinary action will be presented in writing to the bargaining unit employee and the Association, if requested, no later than the time discipline is imposed.

A teacher will be entitled to have an Association representative present at all times when they are being disciplined, reprimanded, or when investigated to determine if discipline/reprimand is warranted for any infraction or delinquency in professional performance.

If a request for such representation is made, no action will be taken with respect to the teacher until the representative of the Association is present. It is understood by the Association that representation for the teacher will be provided on the same day, if possible, or on the next working day.

The administrator may request the attendance of an administrative representative.

Progressive Discipline: A program of progressive discipline shall be followed; however, the disciplinary action may commence at a higher step, appropriate to the behavior which precipitated such action. The following progression of discipline for each unrelated incident shall be followed prior to the imposition of any other economic discipline on any employee of the bargaining unit:

1. Written reprimand(s)
2. Paid Suspension(s)
3. Unpaid Suspension(s)
4. Discharge

Discipline conferred in writing may also be reflected in the employee's evaluation when it pertains to an area in the evaluation in the year which it occurs.

Should there be a disagreement during the disciplinary process that occurred at the building level, the employee may appeal to the Superintendent or designee.

Members may be put on a paid administrative leave of absence while the investigation occurs. The leave may be documented in the member's personnel file determined by the outcome of the investigation and in consultation with the Superintendent, their designee, and the Association.

Any discipline resulting in a suspension shall remain in one's personnel file. Only written reprimands with no repeated offenses can be petitioned to the Superintendent or designee for removal after a five (5) year period.

Nothing contained in the above paragraphs will prevent an administrator from exercising their normal administrative and supervisory duties.

An administrator will at all times be free to discuss and talk to teachers regarding their professional performance.

Note: Members of the Collective Bargaining Agreement should be advised that "unprofessional conduct" must be disclosed to future employers per MCL 380.1230b.

ARTICLE 19 - DURATION OF AGREEMENT

This Agreement shall be effective upon ratification by both parties with a majority vote of the membership of the Association and a majority vote of the Board and shall continue in effect until June 30, 2026, at which time it shall terminate, unless extended by written agreement of the parties. This Agreement shall be extended only by written mutual agreement. No terms of this Agreement shall be applied retroactively unless expressly stated otherwise in particular provision of this Agreement.

If the Tax Tribunal’s final ruling has an adverse effect on the District, the entire Master Agreement shall be opened up for bargaining. If the Tax Tribunal’s final ruling has a neutral or favorable effect on the District and/or the final ruling has not yet been adjudicated, only Appendix A and Appendix B will be opened up for bargaining in subsequent years of the Master Agreement.

BRIDGMAN PUBLIC SCHOOLS ASSOCIATION

BRIDGMAN 5-C EDUCATION

By: _____
Eric Ramso, President

By: _____
Sarah Carter Conklin, President

By: _____
Tishia Roberts, Secretary

By: _____
Amy Knowlton, Secretary

Subscribed and sworn before me this _____

Notary: Hether McIntyre

**APPENDIX A
2023-2024 SALARY LEVELS**

Level	2023-2024 2.75% Salary Levels
0	42,022
1	43,352
2	44,684
3	46,126
4	47,679
5	49,233
6	50,786
7	52,339
8	53,892
9	55,445
10	56,999
11	58,663
12	60,327
13	61,991
14	63,655
15	65,319
16	66,984
17	68,647
18	70,311
19	71,976
20	73,640
21	75,303
22	76,968
23	78,633
24	80,297
25	81,961
26	83,624

Note:

- * Levels do not indicate years of service to the District
- * Members will advance to the next level if they attain an “effective” or “highly effective” evaluation or are “exempt”
- * Members who are at Level 26 in 2023-2024 will receive a sixteen hundred and fifty dollar (\$1650.00) stipend on the last pay period of the 2023-2024 school year (not contract year).
- * During the 2023-2024 school year, if the District is not negatively impacted by the final Tax Tribunal settlement, all current employees covered under the Master Agreement would receive a one-time payment of \$1500.00. This payment would be executed by mutual agreement between the Board of Education and the BEA Executive Council.

**APPENDIX A
2024-2025 SALARY LEVELS**

Level	2024-2025 3.50% Salary Levels
0	43,493
1	44,869
2	46,248
3	47,740
4	49,348
5	50,956
6	52,564
7	54,171
8	55,778
9	57,386
10	58,994
11	60,716
12	62,438
13	64,161
14	65,883
15	67,605
16	69,328
17	71,050
18	72,772
19	74,495
20	76,217
21	77,939
22	79,662
23	81,385
24	83,107
25	84,830
26	86,551

Note:

- * Levels do not indicate years of service to the District
- * Members will advance to the next level if they attain an “effective” evaluation or are “exempt”
- * Members who are at Level 26 in 2024-2025 will receive a sixteen hundred and fifty dollar (\$1650.00) stipend on the last pay period of the 2024-2025 school year (not contract year).
- * The district agrees to provide a one-time off schedule payment of five hundred dollars (\$500.00) to each member covered under this collective bargaining agreement, to be disbursed by the final pay period of the 2023-2024 contract year.
- * **During the 2024-2025 school year, if the District is not negatively impacted by the final Tax Tribunal settlement, all current employees covered under the Master Agreement would receive a one-time payment of \$1500.00. This payment would be executed by mutual agreement between the Board of Education and the BEA Executive Council.**

**APPENDIX A
2025-2026 SALARY LEVELS**

Level	2025-2026 2.25% Salary Levels
1	47,289
2	48,814
3	50,458
4	52,103
5	53,747
6	55,390
7	57,033
8	58,677
9	60,321
10	62,082
11	63,843
12	65,605
13	67,365
14	69,126
15	70,888
16	72,649
17	74,409
18	76,171
19	77,932
20	79,693
21	81,454
22	83,216
23	84,977
24	86,739
25	88,498
26	90,258

Note:

* Levels do not indicate years of service to the District

APPENDIX B

FRINGE BENEFITS

Health Insurance

Upon application by the employee, the Board as policyholder shall provide the current insurance coverage but will have the option to provide the coverage in a MESSA PAK if it is cheaper.

Upon application by the employee, the Board shall provide the following for a full twelve-month period for the employee and his/her entire family and any other eligible dependents as defined by MESSA.

Plan A Health Option 1 is only available to those members that had MESSA Choices \$100/\$200 on June 30, 2019.

All new employees will only be afforded Plan A Health Option 2, Plan A Health Option 3 or Plan B.

Plan A (for those taking health insurance)

Health Option 1: MESSA Choices Plan, \$500/\$1000 in-network deductible, \$2000 out-of-network deductible, Saver Rx, \$20 office visit, \$25 urgent care, \$50 emergency room co-pay. The Board of Education will contribute 100% of the Board paid deductible on January 2nd.

Health Option 2: MESSA ABC (Account Based Choices) Plan 1, HDHP Minimum Deductible to be funded by the Board of Education, MESSA ABC RX. The Board of Education will contribute 100% of the Board paid deductible on January 2nd.

Health Option 3: MESSA Essentials Plan 1, \$375 single subscribers/\$750 2 person or family subscribers in-network deductible, \$750 single subscriber/\$1500 2 person or family subscribers out-of-network deductible, Essentials by MESSA Rx, \$25 office visit, \$50 urgent care, \$200 emergency room co-pay. Twenty percent (20%) co-insurance.

Dental: MESSA/Delta Dental Plan Auto + with Orthodontic rider 008 (100/90/90/90 2000 [2000] including internal and external coordination of benefits (COB) for all teachers and their eligible dependents as defined by MESSA/Dental.

Vision: VSP-3

LTD: 70%, 60 calendar day modified fill, \$5000 monthly max.

Life: \$20,000 AD&D, \$2000 Dependent Life

Plan B (for those not taking health insurance)

Dental: MESSA/Delta Dental Plan Auto + Orthodontic rider 008 (100/90/90/90 2000 [2000] including internal and external coordination of benefits (COB for all teachers.)

Vision: VSP-3

LTD: 70%, 60 calendar day modified fill, \$5000 monthly max.

Life: \$50,000 AD&D, \$2,000 Dependent Life

The teacher shall be obligated to pay twenty percent (20%) of the MESSA Plan A MESSA Choices or twenty percent (20%) of the MESSA ABC Plan 1 premium or twenty percent (20%) of the MESSA Essentials Plan and twenty percent (20%) of the annual deductible funding for the ABC plan.

That portion of the health insurance premium which is the obligation of the teacher shall be deducted from the teacher's salary twice a month using pretax dollars according to a salary reduction plan approved by the board in agreement with the Association. The employer's "qualified" Section 125 Plan shall include any or all provisions necessary for pre-tax contributions to employee's HSA accounts administered through HEQ.

Each employee enrolled in Plan A Option 1 shall pay the non-weighted premium rate. This non-weighted premium rate shall be calculated after each rate renewal based on the current existing census and premium rates and at any time, a member change occurs that changes category status (i.e. single/2-person/family).

Each employee enrolled in Plan A Option 2 shall pay the non-weighted premium rate. This non-weighted rate shall be calculated after each rate renewal based on the current existing census and premium rates and at any time, a member change occurs that changes category status (i.e. single/2-person/family).

Each employee enrolled in Plan A Option 3 shall pay the non-weighted premium rate. This non-weighted rate shall be calculated after each rate renewal based on the current existing census and premium rates and at any time, a member change occurs that changes category status (i.e. single/2-person/family).

In the event the Board and Association are not able to agree upon a mutually acceptable salary reduction plan or if law prevents a teacher from using pretax dollars to pay his/her portion of the health insurance premium, that portion of the health insurance premium, which is the obligation of the teacher, shall be deducted from the teacher's salary.

Employees may contribute through payroll deduction and electronic transfer additional money towards their HEQ HSA up to the maximum amounts allowed by Federal law.

It is the responsibility of the teacher to notify the business office of any change in his/her family dependency status within ten (10) days of said change.

If a teacher fails to return from an unpaid leave at its expiration, (except in the event of the continuance, onset or recurrence of a serious health condition of the teacher or other circumstances beyond the teacher's control) the Board shall have the right to recover all insurance premium payments made during the unpaid leave interval, as permitted by the Family and Medical Leave Act. These amounts may permissibly be deducted from any wage or other payments due the teacher, with any deficiency to be remitted by the teacher to the Board within thirty (30) days of demand.

General

The Board's obligation to provide the insurance designated in Appendix B is limited to paying the premium or portion of the premium for which it is obligated by the language of Appendix B. The insurance benefits or coverage to which a teacher is entitled shall be determined by the terms of the applicable insurance policy. No teacher shall be entitled to the insurance benefits provided in Appendix B until the teacher is enrolled by the insurance carrier and completes all the necessary requirements of the insurance carrier to be eligible for coverage or benefits. Any disputes regarding coverage or benefits shall be between the teacher and the insurance carrier with the understanding that the Board shall not be a party to any such disputes.

APPENDIX C

EXTRA-CURRICULAR SALARIES

- A. The updated Appendix C goes into effect on July 1, 2021.
- B. The updated Appendix C is valid through the remainder of the 2019-2022 contract and through the duration of the subsequent Teacher's Master Contract.
- C. Athletic Coaches will "top out" at the completion of Level 12.
- D. Athletic Coaches will be able to transfer into the Bridgman Public Schools system six (6) years/Level five (5) of prior sport specific coaching experience either at Bridgman Public Schools or another public school district located in the State of Michigan.
- E. The contents of the updated Appendix C in not retroactive.
- F. Payment for all Appendix C activities will be made at the conclusion of a season and/or activity.
- G. The Superintendent, building principal and/or athletic director upon failure of a coach or advisor to complete their responsibilities, may withhold payment.
- H. A formal evaluation will be conducted annually by the District Athletic Director on each Varsity coach. In consultation with the Varsity coach, the District Athletic Director will complete a formal evaluation on each Middle School and/or Sub-Varsity coach. The final evaluation will be placed in the coach's personnel file.
- I. A formal evaluation will be conducted annually by the Building Principal on each club advisor and placed in the advisor's personnel file.
- J. Any employee who wishes to start a new club and/or activity at Bridgman Public Schools shall submit a written proposal describing the activity of the club/activity; to the Building Principal where said club/activity will take place.

The Building Principal will then schedule a meeting with the employee to discuss the proposal. If the Building Principal approves the proposal, he/she will then submit the proposal with additional information and/or comments to the Office of the Superintendent for final approval. If the Office of the Superintendent approves the proposal, the employee will be paid \$500.00 per year until the contract expires and then a determination will be made through the negotiations process if said club/activity should be added permanently into Appendix C of the Master Contract. Each year, during the evaluation cycle, the Building Principal will determine the validity and sustainability of each club in their building for the following school year and report the approved Clubs and Activities to the Office of the Superintendent by June 15.

Extra-Curricular

Academic Clubs

• 7 th and 8 th Grade Class Trip	2 person	\$500.00 per person
• BES Reading Believers	3 person	\$500.00 per person
• BHS National Honor Society	2 person	\$1,500.00 per person
• RMS Broadcast Club	1 person	\$3,500.00
• RMS Yearbook Club	2 person	\$500.00 per person

Service Clubs

• BES Student Council	1 person	\$1,500.00
• BHS Student Senate	1 person	\$2,000.00
• BHS GSA Club	1 person	\$1,000.00
• BHS Interact Club	1 person	\$1,000.00
• BHS Key Club	1 person	\$1,000.00
• RMS Student Council	1 person	\$2,000.00
• BHS SADD Club	1 person	\$1,000.00

Student Recreation Clubs

• BES Garden Club	1 person	\$1,000.00
• RMS Chess Club	1 person	\$1,000.00
• RMS Cooking Club	1 person	\$1,000.00
• RMS Garden Club	1 person	\$1,000.00
• Orange Crush Advisor	1 person	\$500.00 fall
• Orange Crush Advisor	1 person	\$500.00 winter

Competition Clubs

• BES First Lego League	1 person	\$1,000.00
• BES Science Olympiad Club	1 person	\$1,000.00
• BHS Science Olympiad Club	1 person	\$1,000.00
• BHS DECA Club	1 person	\$3,750.00
• BHS E-Sports Club	1 person	\$1,000.00
• RMS Math Counts	1 person	\$1,500.00
• BHS Quiz Bowl Club	1 person	\$1,000.00
• RMS First Lego League	1 person	\$1,200.00
• RMS Quiz Bowl	1 person	\$1,000.00
• RMS Science Olympiad	1 person	\$1,000.00
• RMS Sideline Cheer (Boys' Basketball)	1 person	\$750.00

Fine Arts Clubs

• 5 th and 6 th Grade Choir Club	1 person	\$1,000.00
• Marching Program	1 person	\$3,800.00
• BHS Pep Band	1 person	\$1,000.00
• Other Band Activities	1 person	\$1,000.00
• District Talent Show	1 person	\$1,250.00
• BHS and RMS Glee Club	1 person	\$1,000.00
• School Musical/School Play (Districtwide)		\$2,500.00 (1 person) \$1,250.00 per person (2 person)

Class Advisory

• 9 th Grade Class Sponsor	2 person	\$500.00 per person
• 10 Grade Class Sponsor	2 person	\$850.00 per person
• 11 th Grade Class Sponsor	2 person	\$1,000.00 per person
• 12 th Grade Class Sponsor	2 person	\$850.00 per person

Athletics

FALL

• Varsity Football Head Coach	14.5%
• JV Football Coach/Varsity Football Asst. Coach	11%/9.5%
• Varsity Football Asst. Coach	9.5%
• Varsity Football Asst. Coach	9.5%
• Middle School Football Coach	8.0%
• Middle School Assistant Football Coach	4.0%
• Varsity High School Cross Country Coach	11.5%
• Middle School Cross Country Coach	6.0%
• Varsity Girls Swim Coach	12.5%
• Varsity Girls Diving Coach	6.5%
• Varsity Girls Volleyball Coach	12.5%
• JV Girls Volleyball Coach/Girls Varsity Asst. Coach	8.5%/7.0%
• 8 th Grade Girls Volleyball Coach	6.0%
• 7 th Grade Girls Volleyball Coach	6.0%
• Varsity Boys Soccer Coach	10.0%
• Middle School Boys Soccer Coach	6.0%
• Varsity Boys Tennis Coach	10.0%
• Varsity Football Sideline Cheer Coach	6.0%

WINTER

• Varsity Boys Basketball Head Coach	17.5%
• JV Boys Basketball Coach/Asst. Varsity Boys Coach	11.0%/9.5%
• 9 th Grade Boys Basketball Coach	9.5%
• 8 th Grade Boys Basketball Coach	6.0%
• 7 th Grade Boys Basketball Coach	6.0%
• Varsity Girls Basketball Coach	17.5%
• JV Girls Basketball Coach/Asst. Varsity Girls Coach	11.0%/9.5%
• 8 th Grade Girls Basketball Coach	6.0%
• 7 th Grade Girls Basketball Coach	6.0%
• Varsity Boys Swim Coach	12.5%
• Varsity Boys Diving Coach	6.5%
• Varsity Basketball Sideline Cheer Coach	6.0%
• Varsity Competitive Cheer Coach	10.0%

SPRING

• Varsity Boys Baseball Varsity Coach	11.0%
• JV Boys Baseball Coach/Asst. Varsity Baseball Coach	7.5%/6.0%
• Varsity High School Girls Track Coach	10.0%
• Varsity High School Boys Track Coach	10.0%
• Varsity High School Track Coach	10.0%
• Middle School Boys Track Coach	6.0%
• Middle School Girls Track Coach	6.0%
• Varsity Co-Ed Golf Coach	10.0%
• Varsity Girls Softball Coach	11.0%
• JV Girls Softball Coach/Asst. Varsity Softball Coach	7.5%/6.0%
• Varsity Girls Soccer Coach	10.0%
• Middle School Girls Soccer Coach	6.0%
• Varsity Girls Tennis Coach	10.0%

APPENDIX D

Re: 403 (B) and 457 (B) Regulations

1. The Parties agree that new IRS requirements effective January 1, 2009, have imposed significant and additional burdens on districts offering 403 (B) and/or 457 (B) plans to employees.
2. The Parties further agree that to facilitate compliance with these regulations the District will participate with the Michigan Retirement Investment Consortium (MRIC) which has selected a third party administrator (TPA) for the purposes of administration, compliance, and processing of payments related to the employee contributions with the District's 403 (B) and/or 457 (B) and annuity plans. The TPA shall not have a vendor relationship with the District's Plan.
3. The Parties further agree that the following vendors will be recognized:

GLP & Associates, Inc.*
Lincoln Investment (M3 Investment Services) *
AIG Retirement Services (VALIC) *
MEA Financial Services *
PlanMember Services*
Midwest Capital Advisors *

- * Vendor also offers Roth 403(B) and/or Roth 457 (B) accounts

Any additional cost to the District resultant from an employee selecting a vendor outside the Consortium shall be the obligation of the employee.

Should MEA Financial be excluded from its status as a core vendor in the future, the District agrees to include MEA Financial as a "wildcard" vendor within the consortium.