

**2025-2028
MASTER AGREEMENT**

BETWEEN THE

**ONTONAGON AREA SCHOOL
DISTRICT
BOARD OF EDUCATION**

AND

**ONTONAGON TEACHERS
EDUCATION ASSOCIATION
(an affiliate of the Copper Country Education
Association and of the
Michigan Education Association)**

Effective July 1, 2025

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**AGREEMENT BETWEEN THE ONTONAGON AREA SCHOOL DISTRICT
AND THE ONTONAGON TEACHERS EDUCATION ASSOCIATION**

This Agreement effective the 1st day of July, 2025 by and between the Ontonagon Area School District Board of Education of Ontonagon, Michigan, and the Ontonagon Teachers Education Association of Ontonagon, Michigan, hereinafter called the "Association".

WITNESSETH

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

WHEREAS the Board has a statutory obligation, pursuant to Michigan law, to bargain with the Association as the representative of its certified teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to reduce to writing.

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

ARTICLE 1
Recognition

- A. The Board hereby recognizes the Ontonagon Teachers Education Association, an affiliate of Copper Country Education Association and of the Michigan Education Association, as the exclusive bargaining representative, as defined by Michigan law, for all certified or permitted teachers presently employed or to be employed by the Board.
- B. "Teacher" for the purpose of the contract is defined as a person employed by the Board on a full year contract who regularly teaches school or is a counselor, librarian or technology coordinator for at least 50% of his or her working hours.
- C. The District agrees not to negotiate with any individual employee or organization other than the Association for the duration of this agreement, except with the agreement of the Association.
- D. As used in this Agreement, the terms "District", "Employer" and "Board" all refer generally to the Ontonagon Area School District (unless the context otherwise requires).
- E. Nothing contained herein shall be construed to deny or restrict to any teacher nor to the Board rights under the Michigan General School Laws. The rights granted to teachers and to the Board shall be deemed to be in addition thereto, and anything in this agreement in conflict therewith shall be void.
- F. The Association will submit grammar change requests that do not change the meaning of the language in the contract in writing to the superintendent. The superintendent will review changes and bring these forward to the board of education for approval. Upon board approval, the District and Association will sign a letter agreement approving the grammar changes.

ARTICLE 2
Management Rights

- A. 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 law and the Constitution of the State of Michigan, and of the United States.
- B. 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 expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with provisions of P.A. 379 of 1965, the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.
- C. Nothing contained herein shall be considered to deny or restrict the Board's rights, responsibilities and authority under the Michigan General School Laws, Revised School Code as amended through State School Aid Acts, and other applicable federal, state, or local laws or regulations as they pertain to the Employer.

ARTICLE 3
Teacher Rights

- A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher under a full-year contract with the Board, shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective bargaining or negotiations. As a duly elected body exercising governmental power under the law of the State of Michigan, the Board undertakes and agrees that it will not discharge or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitution of Michigan and the United States.
- B. With administrative approval, the Association and its members shall have the right to use school building facilities at all reasonable hours for Association business under the same conditions that other organizations are so authorized and subject to the same rules and regulations governing such use as are now or hereafter promulgated by the Board except that no usage fee(s) shall be levied upon the Association for such use, except that the Association shall reimburse the Board only if custodial costs are incurred as a result of such use. Any such requests shall not be arbitrarily denied.
- C. The just cause standard shall not apply to Appendix B positions (extracurriculars), but there shall be a reasonable basis for failure to reappoint such an employee.
- D. The Board shall review the District audit with the OTEA membership following the Board's approval of the audit.

ARTICLE 4
Professional Compensation

- A. The salaries of teachers covered by this Agreement are set forth in Appendix A which is attached to and incorporated in this Agreement.
- B. The parties agree that the Board shall honor individual requests by teachers to participate in tax sheltered annuity plans upon the teacher filing with the Board the "Salary Reduction Agreement" as required to give effect to any such plan. The Board reserves the right to designate one insurance company to receive and disburse to the various companies designated by the individual teachers all sums to be applied to such annuity plans, but the selection of the company whose plan the teacher elects to participate in shall be the sole option of the teacher.
- C. The parties further agree that the Board shall honor individual requests made at the start of the school year by teachers to deduct a predetermined sum from the teacher's paychecks for deposit in the credit union to which the employees of the Ontonagon Area School District own shares. Additional changes may be made with the consent of the Administration.
- D. Those teachers who, in their professional opinion, deem it advisable to attend National, state or regional meetings related to their teaching assignment, or such in-service workshops or institutes as may be of ultimate benefit to their students may attend such meetings with the permission of the Administration and actual expenses will be paid by the Board up to the following amounts:

Breakfast	\$ 16.00
Lunch	\$ 19.00
Dinner	\$ 28.00
Overnights	\$115.00

Mileage for such meetings shall be paid for actual distances traveled, and whenever possible, a school automobile may be provided in lieu of paying mileage with the Board covering the expenses of operation of said automobile. Criteria to be used in making a decision as to who may attend professional conferences and meetings shall include, but not be limited to, the needs of the District, areas of specialization of the teacher, cost, the validity of the program and the number of conferences or seminars attended by the applicant as opposed to other applicants for other programs. If a request for attendance at such conferences at Board expense is rejected, the reason for such rejection shall be in writing, and such rejection shall not be subject to review under the grievance procedure. However, if a teacher requests permission to attend a conference, at his or her own expense, and the Administration grants such permission in writing and specifies that such shall be at the teacher's own expense, the Board need not pay such expenses.

- E. Outside experience in K-12 education shall count the same as experience in the system as determined to be appropriate by the District provided no less than one-half (1/2) credit and nor more than full credit will be counted.

Starting in the 2024-25 school year, individuals who are hired that have relevant industry-based, private sector, or related public sector experience to their teaching position shall be provided experience credit up to step 10 on the salary schedule at the discretion of the Superintendent.

- F. The first payday for the fall semester will be either the first day of student attendance or the first regular District payday after the school year begins. Regardless, the first payday will be no later than the Friday of the first week that school resumes. Each teacher, at his or her option, shall have the choice of one of the following methods of being paid his/her annual salary and shall notify the school of his/her choice during the first week of school:
- a. Twenty-one (21) equal bi-weekly paychecks;
 - b. Twenty-six (26) equal bi-weekly paychecks distributed 1) over the course of 52 weeks or 2) with twenty-one checks issued bi-weekly with the remaining five (5) checks disbursed at the end of the school year. Those final five checks shall not be post dated.

Teachers shall have the option of electronic direct deposit of their payroll checks.

If a payday falls on a non-banking day, checks will be available Thursday and shall not be post dated.

- G. For all SCHECH's taken after July 1, 2009, if the required amount of SCHECH's are pre-approved, earned, and equivalent to graduate credit, teachers may request a lane change with documentation proving earned credit prior to September 1 or February 1 of the current school year. (30 SCHECH's = 1 graduate credit).
- H. A teacher's acceptance of employment in another school district and whose hire has been accepted by the school district's board of education, shall constitute a resignation by that teacher from the District. That teacher shall be considered to be an employee of the District for both salary and insurance purposes until the start of the next school year, providing that the teacher fulfills the contractual duties for that school year.
- I. After 5 years of continuous service and actively employed within the district, the district will pay for the cost of the teacher's certification renewal up to \$160, once every five years.

ARTICLE 5
Teaching Hours: Faculty Meetings

- A. The teachers day will begin five (5) minutes prior to the initial/first bell of the students session day and will end five (5) minutes after the students session day. However, teachers shall remain as necessary if students need assistance and/or in emergencies.

Teachers will be present in their classrooms or assigned areas 5 minutes prior and will remain in their classrooms or assigned areas for 5 minutes after the students' session day. Teachers shall be expected to remain in class at all times students are present except in situations of special need when another employee is available to oversee the classroom or in case of an emergency. Before each holiday, or before either of the two evening parent-teacher conferences, the faculty may leave the building at the conclusion of the students' school day.

- B. Teacher time shall be assigned as follows:
1. Preparation time will be a minimum of 260 minutes per week.
 2. Lunchtime will be 30 minutes per day, duty free.
 3. The additional time shall consist of the time before the first morning classes begin and the time after the students are dismissed. Such time will be used as the teacher sees fit for the purpose of individual work or for assisting students.
- C. Teachers shall share the responsibility of maintaining student discipline and order in their respective building.
- D. Teachers shall be entitled to a duty-free lunch period. Noon hour duties will be voluntary. In the event there are no volunteers, administration will meet with staff to determine a course of action. Teachers accepting lunch period, morning hall/cafeteria or afternoon hall/bus supervision duties shall be paid at a rate of eighty-five dollars (\$85) per full day earned or up to three (3) of these days may be used as compensation days prior to April 1. Teachers may choose to be paid for accumulated days on the payday prior to Christmas and/or at the end of the school year. The days are payable upon termination of employment for any reason. In the event of the teacher's death, accumulated days will be paid to the beneficiary.
- E. The Administration may schedule general faculty meetings or departmental meetings two (2) afternoons monthly, when needed, to last no longer than one hour after the final bell. In the event no meeting is needed, the Administration will advise the teachers as soon as possible of such cancellation. Except in emergencies, meetings will be announced one week in advance and will not be held on the last workday of the week.
- F. The annual calendar shall reflect the State required number of professional development days opportunities for staff. Professional development activities shall be planned, with input on content from the Association, by the Administration. Up to two (2) regular state required professional development days may be built into the calendar prior to the school year and will be required attendance for teachers.

An additional scheduled professional development day will be included prior to the start of school for probationary teachers. Attendance will be mandatory for probationary teachers and voluntary for tenured teachers. No stipend will be paid.

ARTICLE 6
Teaching Load and Assignments

- A. The normal weekly teaching load for grades 6-12 will be thirty-five (35) teaching periods including thirty (30) class instructional periods which may include study halls and/or class conference periods and five (5) unassigned preparation periods. Extra preparation beyond four (4) may be assigned. A preparation period is defined as a class period in which a teacher is responsible for teaching and evaluating one or more students. There will be a maximum of one preparation counted per class period unless the teacher can show evidence of different course planning, i.e. different lesson plans, evaluations, etc. Multi-level vocational classes must meet all State standards and requirements in order to qualify as multi-preparations. The rate of compensation shall be \$450 per semester for each preparation over four (4), except in special areas such as music and physical education. Payment shall be limited to a maximum of \$1,050 per teacher, per semester. Assignment to a supervised study period shall be considered a teaching period for purposes of this article.
- B. If a teacher shall teach more than the normal teaching load as set forth in this Article, he/she shall receive additional compensation of his/her present hourly rate for teaching each period in excess of such norms. When a suitable substitute is not available for an absent teacher, the Principal shall attempt to locate a suitable substitute with the faculty members(s) who may then be on preparation periods. For purposes of this Article, a student teacher is not deemed a 'suitable substitute' until bargaining unit members, who have previously requested consideration for substituting opportunities, have been approached. A reasonable attempt shall be made through this procedure to avoid referring students to study hall. Any teacher who accepts such assignment shall be paid at 1/7th of his or her daily salary for each such period. Teaching personnel undertake the responsibility to accept such assignments when requested unless compelling responsibilities in connection with required duties make such assignment impractical at that particular time. Should the District be unable to fill a particular absence, the District may assign a teacher to fill the assignment on a least senior basis first. In no case, however, shall a teacher be required to substitute more than three times per school year.

An extra secondary assignment under this provision in which the teacher must prepare lesson plans, teach and submit grades in said classes, shall be paid at 1/7th of his or her daily salary for each such period.

Elementary teachers shall receive a proration of his/her daily salary as compensation in the event of lost prep time, such sum to be paid in the following pay period.

An employee may elect to earn additional personal leave at the rate of 1/7th day per period of substitution in lieu of compensation. Said additional leave shall be capped at one (1) day per school year. In the event the employee does not earn sufficient credit for a full day by the end of the year, he/she shall be compensated as per paragraph one (1) or three (3) of this section. The Administration will be responsible for maintaining proper records and for paying teachers in a timely fashion.

- C. Multi-level shall be defined as a K-6 combined classroom where two (2) separate grade levels are taught by the same teacher in the same classroom. K-6 multilevel teachers shall receive additional compensation of \$3,000 per year.
- D. Independent study shall be defined as a program arranged to meet the academic needs of an individual student. Any such study shall be subject to the approval of both the teacher and building principal.

ARTICLE 7
Teaching Conditions

- A. The parties recognize that the availability of optimum school facilities for both student and teacher is desirable to insure the high quality of education that is the goal of both teacher and Board. It is also acknowledged that the primary duty and responsibility of the teacher is to teach and that the organization of the school should be directed at ensuring that the energy of the teacher is primarily utilized to this end.

The Administration will, on request of any teacher, review the adequacy of textbooks used in classes taught by that teacher, and, if such review is unavailing, the Association shall have the right to take the matter directly to the Board. The Board agrees, within budgetary restraints, to consider textbook requests as a priority item.

Furthermore, teachers will be consulted and advised of budgeted allotments in his/her own classroom upon individual request.

- B. The Board will provide the Union with one (1) electronic copy of the Master Agreement for each new hire. Union Members will also have access to the electronic copy of the contract on the District's transparency website.
- C. Teachers and the Administration shall cooperate with each other in the supervision of students. Both parties recognize that the responsibility exists to maintain discipline any time a situation arises on school premises which requires immediate action.

ARTICLE 8

Class Size

- A. Because the pupil-teacher ratio has been shown to be of prime importance in an effective educational program, the parties agree that class size must be lowered to meet the conditions described below. The class size limits shall not apply to study halls, band, chorus, vocational education classes, physical education classes, and elementary specials. Multiple classroom sections shall not be simultaneously assigned for elementary specials except for physical education.

DK-K	22 pupils
1 - 3	24 pupils
4 - 6	28 pupils
7 - 12	32 pupils

- B1. Overloads shall not exceed a maximum of three (3) students. No teacher in grades 7-12 shall have more than three (3) sections overload. Elementary teachers will be paid \$750 per pupil overload per year, and high school teachers will be paid \$125 per pupil overload per year. These amounts will be prorated by the scheduled number of days of instruction. One-half (1/2) day programs shall be prorated accordingly. In the event a teacher's scheduled pupil count in grades 7-12 exceeds 150 at the end of the first marking period of a semester, a supplement of \$15 per student will be paid to the teacher at the end of the semester for each student over one hundred fifty (150).
- B2. If it appears that Article 8B(1) above will be violated at any time during the school year, the District will notify the affected teacher and the Association in a timely manner. Prior to the filing of any grievance to such impact, the parties will meet in an attempt to mutually resolve the situation.
- C. If an elementary section is more than three (3) students over the class size limits prior to the first week of school, the Board shall add an additional section, hiring an additional teacher if necessary.
- If an elementary section becomes more than three (3) students over the class size limits anytime during the school year and persists for twenty (20) school days, the Board shall add an additional section, hiring an additional teacher if necessary.
- D. When a given overload involves an odd number of students and more than one (1) class is scheduled concurrently, the most senior bargaining unit member shall have the option of whether or not to accept the additional student.
- E. Reasonable attempts will be made to equalize class sizes. Equalization of class sizes, including consideration of students with special needs, will be discussed with the classroom teachers.
- F. There will be no overloads in elementary multi-grade classrooms.

ARTICLE 9

Paid Leave

- A. At the beginning of each school year, each teacher shall be granted eight days Sick Leave allowance to be used for absences caused by illness or physical disability of the teacher or his/her spouse, designated domestic partner, parent, or child. The unused portion of such allowance shall accumulate from year to year to one hundred eighty (180) days. Unused Sick Leave at the time of retirement or death shall be paid at the rate of \$40.00 per day for the first one hundred (100) days, and \$50 per day for the remaining days up to one hundred eighty (180) days to the employee or in the event of the death of the teacher to the beneficiary as designated by the school provided life insurance policy. Such payment shall be limited to no more than one hundred eighty (180) days. Unused Sick Leave at the time of voluntary termination or termination due to reduction in staff shall be paid to those teachers who have four (4) years in the system provided that notice is given by the teacher on or before April 15 of the year of termination. Pink-slipped teachers shall be exempted from the April 15 notification requirement. Any such teacher who is not recalled shall, upon request, receive their termination pay. Any such teacher requesting and receiving such termination pay, which includes accrued sick leave, personal leave, emergency leave, hall duty and vacation days, will have given up all recall rights with the Ontonagon Area School District. No such payment shall be made if the teacher resigns by request of the Administration or is discharged for cause. Sick Leave may be denied for any day on which advance notice of illness is not given to the Administration at least one hour prior to the time the teacher is to report for work, unless good cause is shown for such failure of notification. The Administration may require a doctor's certificate whenever abuse of Sick Leave is reasonably suspected. If a teacher is hospitalized, the Administration may require certification from a doctor that the teacher is physically fit to return to work following an illness.
- B. Sick Leave, Emergency Leave, and Personal Leave shall be credited to any teacher beginning employment after the start of the school year proportionate with the time remaining in the school year during which the teacher is employed.
- C. The district will maintain a sick leave bank. The Sick Leave bank is to be administered by a committee as such Sick Leave Bank Committee deems appropriate, provided employees must be required to use all available leave, including Sick Leave, Personal Leave and Emergency Leave, prior to utilizing days from the Sick Leave Bank. (Employees will have the option of retaining the current year's Personal Leave days – minus any 'carryover' Personal Leave days – if the request is made in writing by the teacher when applying for Sick Leave Bank usage.) The decision of said Committee in any matter shall be final, and not subject to grievance procedures. The Committee shall be comprised of three teachers appointed by the Ontonagon Teachers Education Association, one of whom shall represent elementary teachers, one representing Junior High teachers, and one representing High School teachers. Two members shall be appointed by the Board, one of whom shall be an administrator and the other a Board member.

See Appendix F- Sick Leave Bank

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- D. All teachers regularly employed by the Ontonagon Area School District shall be granted two (2) days Personal Leave and three (3) days Emergency Leave per year. Emergency Leave days may accumulate from year-to-year to a maximum of five (5) days carryover. Personal Leave days may accumulate from year to year to a maximum of four (4) days carryover. No more than three (3) days utilizing any combination of Personal Leave days and Compensatory Leave days (as defined in Article 5D) may be used during any given week without the prior approval of the Superintendent. Emergency Leave days may be used for emergencies or for illness of the teacher's parent, or of any other individual living in the teacher's residence for whom the teacher is responsible. If a staff member runs out of sick leave time, they may utilize emergency leave days as sick leave. Unused Emergency Leave days and Personal Leave days in excess of the maximum accumulation shall be added to cumulative Sick Leave, not to exceed a combined total of one hundred eighty (180) days.

Personal Leave days and Compensatory Leave days shall be taken only with twenty-four (24) hours advance notice to the Administration and only with the approval of the Superintendent or the Principal. Such approval shall not be withheld except for administration problems. Emergency Leave shall be taken as needed, but when possible, advance notice shall be given to the Administration. For teachers who take Personal Leave days without approval of the Administration one time and for one day only, no penalty shall be imposed other than deduction of one day's wage from his or her salary. In the event all current Sick Leave days are utilized, additional Sick Leave days shall be charged from accumulated Sick Leave without utilizing current Emergency or Personal Leave days.

Personal Leave and Comp Leave should not be used after May 15 except under extenuating circumstances as approved by the Superintendent.

A teacher who is granted a sick day or personal day on a day when school is cancelled because of inclement weather, will not be charged for the day.

- E. A full time teacher absent from work because of mumps, scarlet fever, measles, conjunctivitis, or chicken pox shall not be charged with sick leave during the days they are quarantined. The district will require a physician's note verifying the illness. Quarantine days allowed up to are as follows: conjunctivitis - 2 days, German measles - 4 days after rash appears; red measles, 7 days after rash appears; chicken pox, 6 days after rash appears; scarlet fever, 7 days after rash appears; mumps, 7 days after detection.

F. Bereavement Leave

1. Employees shall be allowed up to five (5) workdays off with pay for absences necessitated by the death of an employee's spouse or partner, child, step-child, parent, step-parent, sibling or grandchild, in-laws, and grandparents without charge against sick leave.
2. Employees shall be allowed up the three (3) workdays off with pay for a daughter-in-law or son-in-law, aunt or uncle.
3. Bereavement leave for employee's nieces and nephews shall be limited to one (1) day.
4. Other leave for individuals may be granted and deducted from sick leave if approved by the administration in individual cases.
5. For leave necessitated in paragraphs A 1-2, should the situation require, employees may be permitted to split the workdays allocated for the purposes of bereavement upon approval by the supervisor. A request to split the leave must be communicated to the immediate supervisor prior to the leave.

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6. If a funeral is delayed, the employee may attend but will not be paid for more funeral leave days than outlined in this policy. If a death occurs in the summer, the employee will not be granted funeral leave unless the funeral is delayed and occurs during the school year.

7. Employees who are unable to return to work up on the exhaustion of their bereavement leave in paragraphs A 1-3 above, may request to use another form of accumulated leave where the purpose for such leave would qualify for the requested leave.

- G. "Teachers regularly employed" is construed as not including substitute teachers in any capacity.
- H. At the beginning of every school year, the Association shall be credited with a total of three (3) days to be used by teachers who are officers or agents of the Association for business which is not related to negotiations. The Association may buy six (6) additional days at the substitute teacher's rate for each day. Additional days would require the Association to have prior approval, pay the teacher's regular salary and fringe benefit amount for the day, and pay for the teacher's substitute when one is provided.
- I. Any teacher called for jury duty or subpoenaed to give testimony before a judicial or administrative tribunal shall be compensated for the difference between the teaching pay and the pay received for the performance of such an obligation. The provision shall not apply in any judicial proceeding where the teacher is party to a case against the Board of Education.

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ARTICLE 10
Extended Leaves of Absence

- A. Up to one (1) year's leave of absence without pay will be granted for illness or injury when the need for such leave is certified by a physician. The District may require a second opinion concerning the need for such leave from a physician designated and compensated by the District. Should the physicians disagree, the two physicians shall agree in good faith on a third impartial physician who shall examine the teacher and whose medical opinion concerning the need for such leave shall be binding upon the parties. The expenses of the third examination will be paid by the District.

With prior approval of the Administration, a teacher who has tenure will be granted a year's leave of absence without pay for professional growth or to seek public office. Said teacher, upon returning from a sabbatical leave (professional growth leave) shall be restored to his/her former teaching position or to a position of like nature and status and shall be placed on the salary schedule as if he/she would have been if he/she had taught in the Ontonagon Area School District during such period. No more than two (2) of the teaching staff shall be placed on sabbatical leave for professional growth or to seek public office upon request during any one year. Any teacher seeking public office during this period will be restored to his/her former teaching position or a position of like nature and status and shall be placed on the salary schedule and the seniority list in a place reflecting actual time teaching in the District.

- B. The Administration may, upon written request of the teacher in advance, grant short term leaves of absence. Such absences shall be without pay. No leave for vacation purposes will be authorized during the school term.
- C1. Disability due to pregnancy shall be treated the same as any other disability. Sick leave shall be available at the teacher's option as long as current or accumulated days are available. Such leave shall not exceed one (1) year. The parties agree that the normal time of return from maternity leave shall be at the beginning of the next marking period, and that the Administration may delay the return to the beginning of the next semester if to do otherwise would disrupt the orderly progress of a class.

At the termination of such leave the teacher shall return to work or make an application for a child care leave as provided for under FMLA in accordance with Section C2 below.

The District may require a physician's statement certifying the teacher is able to return to work.

- C2. Parent/Child Care: Leaves of absence without pay or benefits up to one (1) year in duration shall be granted upon written request from a teacher following birth or adoption of a child. Notice of intent to return to work should be given according to Section C1 above.
- D. Seniority shall continue to accrue for short term unpaid leaves of absence. Seniority shall continue to accrue during unpaid leaves of absence that are due to illness or disability of the teacher. Seniority shall continue to accrue during maternity/paternity leaves.
- E. A teacher may request to permanently reduce their position to part-time. The administration may grant this request if the district is able to secure staff for the hours being reduced.

ARTICLE 11
Teacher Evaluation

Please refer to APPENDIX E, page 31.

ARTICLE 12
Protection of Teachers and Personnel Records

- A. A teacher shall at all times be entitled to have present a representative of the Association when he/she is being formally disciplined for any infraction of discipline or delinquency in professional performance. When a request for such representative is made, no further action shall be taken with respect to the teacher until such representative of the association is present.
- B. An employee may or may not, at his/her option, attach a written response to be attached to any material placed in their personnel file.
- C. If any employee is requested to sign any material placed in their personnel file, such signature shall be interpreted to mean only that the employee knows of its presence.
- D. Any case of assault upon a teacher or incident of vandalism or willful destruction to a teacher's property occurring on school property shall be promptly reported to the Board or its designated representative. The Board will provide legal counsel to advise the teacher of his/her rights and obligations with respect to such assault. The Board's cost in any such case shall be limited to five hundred dollars (\$500).
- E. Should the Administration receive any written, signed complaint from a parent or student which is deemed by the Board or Administration to be justifiable, the teacher will be informed of the complaint, and the teacher may ask that a meeting be requested with the complainant. However, if a parent requests a meeting with a teacher concerning his or her child's progress or problems, the request should be granted and a meeting held at a time mutually agreeable to both parent and teacher. If the teacher desires to have another teacher and/or administrator participate in such a conference, the teacher request shall be granted.
- F. Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property.

ARTICLE 13
Negotiation Procedures

- A. At least sixty (60) days prior to the expiration of this Agreement, the parties meet and schedule negotiations for a new Agreement covering wages, hours, terms and conditions of employment for teachers.
- B. Matters not specifically covered by this Agreement but of common concern to the parties shall be subject to discussion between them from time to time during the period of this Agreement upon request by either party to the other. Either party may request in writing that a subject of the discussion be upgraded to professional negotiations. Prior to beginning professional negotiations both parties will meet one final time to attempt to resolve differences by informal discussion. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.
- C. No practice less than five (5) years in time and consistent over that time shall become by default a functioning part of this agreement unless both parties agree that such practice is to be considered such in writing.

ARTICLE 14
Grievance Procedures

Grievance procedures shall provide for the fair disposition of disputes as to the violation or interpretation or application of this Agreement or the application of a Board policy at the lowest level consistent with justice. Procedure for processing grievances shall be as follows:

For the purposes of this article, if only a single building administrator exists, Step 1 will be eliminated and Grievance procedure will immediately proceed to Step 2.

- A. A claim by a teacher or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement or any rule, order, policy, or regulation of the Board may be processed as a grievance as hereinafter provided. Grievance procedures shall not be available to or utilized in relation to any teacher holding tenure when the issue involves jurisdiction which is exercised by the State Teachers Tenure Commission, under the provisions of the Teachers Tenure Law.

In the event that a teacher believes there is a basis for a grievance, the teacher shall first discuss the alleged grievance with his/her building principal either personally or accompanied by his/her Association representative.

If, as a result of the informal discussion with the building principal, a grievance still exists, the teacher may invoke the formal grievance procedure through the Association on a form provided by the Association representative in each building.

The grievance must be filed within thirty (30) calendar days of the alleged violation, misinterpretation or misapplication. Any remedial action resulting from a continuing violation grievance will begin from the filing date.

A copy of the grievance form shall be delivered to the principal or his/her secretary. If the grievance involves more than one school building, it may be filed with the superintendent, a representative designated by the superintendent, or a business office secretary.

Step 1: Within seven (7) workdays of receipt of the grievance, the principal and Association shall meet in an effort to resolve the grievance. The principal shall indicate his/her disposition of the grievance in writing within seven (7) workdays of such meeting and shall furnish a copy thereof to the Association.

Step 2: If the matter is not resolved at Step 1, the Association shall within seven (7) workdays from the decision of the principal, forward the grievance to the superintendent. Within seven (7) workdays of receipt of the grievance, the superintendent and Association shall meet in an effort to resolve the grievance. The superintendent shall indicate his/her disposition of the grievance in writing within seven (7) workdays of such meeting and shall furnish a copy thereof to the Association.

Step 3: If the grievance is not resolved at the Step 2, the Association shall, within seven (7) work days from the decision by the superintendent, notify the superintendent that the Association requests a grievance mediation hearing with the Board Committee. The notice shall be in writing. The Association and Administration representatives shall meet with the mediator within fourteen (14) workdays from the date of notice to the superintendent if at all possible or at the earliest convenience of the mediator. At that meeting, the representatives shall attempt to resolve the matter. Mediation services shall be requested from MERC.

Step 4: If the grievance is not resolved at Step 3, within twenty-one (21) work days the Association shall notify the superintendent in writing that the grievance be submitted to arbitration. The arbitrator shall be selected in accordance with procedures established by the American Arbitration Association, or by mutual agreement to another arbitration service provider.

The time requirements may be waived or extended by written agreement of the parties.

The arbitration shall be conducted in accordance with the rules and procedures of the American Arbitration Association. The arbitrator shall have no power to alter, add to, or subtract from the terms of this written agreement. Both parties agree to be bound by the award of the arbitrator and agree that judgment thereon may be entered in any court of competent jurisdiction. Fees and expenses of the arbitrator shall be shared equally between the parties.

*During the summer break, workdays shall mean Monday through Friday, excluding holidays.

ARTICLE 15
Work Interruptions

- A. The parties to this Agreement mutually agree that the services performed by employees covered by this Agreement are essential to the welfare of the community.
- B. The Association therefore agrees that there shall be no interruption of these services through means of a job action by the employees it represents during the school year. Nor shall employees absent themselves from work, or abstain in whole or in part from the full and proper performance of their duties, during the school year, except as is sanctioned or may be sanctioned by the laws of the State of Michigan.

ARTICLE 16
Teacher Placement

Placement of Classroom Teachers:

The Superintendent or designee decides placement decisions, when a vacancy exists and when a posting is made. Placement includes, but is not limited to, assignment, transfer, or the filling of a position with current staff or newly hired teachers. Consistent with the Revised School Code Section 1248, classroom teacher placement decisions will be made by the Superintendent or designee in their discretion based on the following clear and transparent factors:

All teachers shall be given written notice of their schedules for the forthcoming year no later than the 15th day of July if, at all, possible. In the event that changes in the schedules are proposed, all teachers affected shall be notified promptly and consulted.

Although teachers frequently retain their assignments from year to year, those assignments are not necessarily cast in stone. The District assesses its needs for teachers based on:

- Student enrollment
- Retirement
- Resignations
- Teacher qualifications
- Curriculum needs

The Superintendent or designee then assigns teachers accordingly. Only when there remains open positions after all teachers have been assigned is there a vacancy that must be posted.

Consistent with the Revised School Code Section 1248, PERA Section 15(2) Article 2 of this CBA, the Superintendent/designee has the exclusive authority to assign, transfer and direct employees. In all cases, management is not permitted to exercise its authority in an arbitrary, capricious or discriminatory manner.

For the purpose of this Article, "Vacancy" and "Assignment" are defined as follows:

- a. **"Vacancy"** shall be defined as a teaching position that arises after the assignments of all teaching personnel have been made and there remains a teaching assignment for which there is no person. A vacancy occurs when the Superintendent or designee posts a position.
- b. An **"assignment"** shall be defined as that schedule of classes and other professional duties which a teacher is required to perform.

As described, teacher placement decisions are made by the Superintendent or designee in their discretion based on the following clear and transparent factors:

- a. Staffing the curriculum with the most effective, certified, and qualified teachers available to instruct the applicable courses, grades and school schedule.
- b. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
- c. Classroom Teacher placement decisions must be made based on effectiveness criteria established in Revised School Code Section 1249.

- d. In addition, classroom teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on the following:
- Credentials needed for District, school, or program accreditation;
 - Professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - Relevant special training, other than professional development, or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - Disciplinary records, if any;
 - Length of service in a grade level(s) or subject area(s);
 - Recency of relevant and comparable teaching assignments;
 - Previous effectiveness ratings;
 - Other non-arbitrary or capricious reasons.
- e. Length of service with a District may be considered as a tiebreaker if a classroom teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.
- f. The Superintendent or designee has discretion to involuntarily transfer a teacher into a position for which they are certified or qualified for non-arbitrary or capricious reasons.

Non-Athletic Extracurricular Staffing Procedures: Any assignment in addition to the normal teaching schedule during the regular school year, including adult education courses, drivers education, extra duties enumerated in Appendix B, and summer school courses, shall not be obligatory but shall be with the consent of the teacher. Preference in making such (non-athletic) assignments will be given to qualified teachers regularly employed in the District and to parties who have signed a letter of intent to teach the next year. In the event changes in such positions are necessary, all teachers affected shall be notified promptly and consulted.

Any teacher hired for extracurricular activities shall be entitled to notification in writing prior to any decision by the Board relieving him/her of any such responsibility, which notice shall include the time and place of the meeting at which the matter will come before the Board. Such notification shall be given by notice personally delivered at least four (4) days prior to the meeting, if at all possible. If the teacher is not available for personal service, then such notice shall be sent by mail. If he/she desires, he/she may attend that meeting with or without representation and shall be permitted to meet with the Board in session closed to the public if he/she requests. Representation may be by counsel or by a representative of the Ontonagon Teachers Education Association. Any decision reached by the Board shall be made in open meeting, as required by law.

Grievance Procedure. Grievance Procedure: An alleged violation of this Article by a tenured teacher is not subject to arbitration in the grievance process. A probationary teacher cannot challenge any aspect of the negotiated Placement process.

ARTICLE 17
Use of Automobile

- A. The use of personal vehicles for school sanctioned activities must have prior Central Office approval. The payment of mileage shall be based upon the latest Federal IRS allowance for the use of personal cars for field trips or other business of the district.
- B. The Board shall provide a policy of liability insurance covering non-school owned autos used on school business provided a school owned vehicle is not available. Any teacher involved in an accident while on duly authorized school business shall notify the business office within seventy-two (72) hours of any such claim, which in turn will file an accident report with the school's insurance carrier. The teacher may notify any party involved with the accident that such additional coverage is available. This coverage is to be considered excess coverage and will be used when necessary. In any such occurrence wherein the employee is not negligent, the Board agrees to pay 100% of any deductible to a maximum of \$1,000.00.

ARTICLE 18
Teacher Layoff/Recall

1. Layoff/Recall of Classroom Teachers

- A. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the teaching positions to be reduced.
- B. Reduction in workforce and recall decisions must be made based on classroom teacher effectiveness criteria established in Revised School Code Section 1249.
- C. Decisions about the reduction and recall of teachers will be guided by the following criteria:
- i. Retaining the most effective classroom teachers who are certified or otherwise approved or authorized, and qualified to instruct the courses or grade level;
 - ii. Credentials Classroom teachers must be properly certified, approved or authorized for all aspects of their assignment;
 - iii. Before the Board authorizes a classroom teacher reduction, the Superintendent or designee will notify, in writing, within 30 business days of said reduction, the affected classroom teacher. The affected teacher will have an opportunity to respond, either in person or in writing, to the proposed reduction;
 - iv. Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - v. Disciplinary record, if any;
 - vi. Previous effectiveness rating;
 - vii. Attendance and punctuality;
 - viii. Rapport with colleagues, parents, and students;
 - ix. Length of service in a grade level(s) or subject area(s);
 - x. A teacher's length of service with the District as a classroom teacher or tenure under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions but may be used as a tie breaker.
- D. The Superintendent or designee will provide written notice of reduction in force or recall decisions to each affected teacher.
- E. For purposes of reduction of staff and all other purposes where seniority is a factor, "seniority" shall relate solely to consecutive service with the School District as a teacher without any break in service. Seniority shall be prorated for part-time teachers. Teachers who are working as part-time administrators will continue to accumulate seniority for both student contact time as a teacher and as an administrator.
- F. The Board will provide one (1) copy of the seniority list to the Association prior to October 1 of each year. The list will have the names and lengths of service of all certified professional employees of the District.

G. Classroom Teacher Recall Process

- i. A Teacher is eligible for recall under for 12 months from the date the District implemented the reduction in force.
 - ii. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.
 - iii. Before initiating the recall of a laid-off Teacher, the Superintendent may reassign teachers to fill openings.
 - iv. After any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:
 - A) Recall a laid-off Teacher who is certified and qualified for the vacancy. If more than 1 laid-off classroom teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with this Appendix;
 - B) Post the vacancy and consider all applicants if the Superintendent determines that the District's educational interests would be served and no teacher on layoff meets the certification and qualification requirements of the position.
 - v. The Superintendent or designee will provide written notice of the Board's recall decision to any recall Teachers and will establish the time within which a Teacher must accept recall to preserve the Classroom Teacher's employment rights.
 - vi. A laid off teacher who is offered an interview for a vacancy and who fails to appear at that interview forfeits all right to recall and continued employment.
 - vii. A laid-off teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.
2. All fringe benefits, including but not limited to, accumulated sick days shall be restored.
 3. Grievance Procedure: An alleged violation of this Article by a tenured teacher is not subject to arbitration in the grievance process. A probationary teacher cannot challenge any aspect of the negotiated Layoff/Recall process.

ARTICLE 19
Education Reimbursement

- A. Starting in the 2025-2026 school year, Article 19 will be suspended regarding education reimbursement starting July 1, 2025. The exception will be for any individual currently enrolled in a program with district approval for reimbursement. Reimbursement will continue for these employees until they are finished with the approved program.
- B. The board shall pay to any teacher for study beyond the Bachelor's Degree while in the employ of the Board, the actual cost of tuition not to exceed the higher of the NMU or MTU rate per credit hour, provided such course of study is approved by the Administration and the teacher attains a passing grade in the course. The teacher shall provide the district with a grade report, containing the teacher's name and the course of study/grade, prior to such reimbursement. The teacher must be actively employed with full time recall rights if part time. Teachers shall be reimbursed up to six (6) credits per year. No more than six (6) credits earned per contract year shall qualify for this reimbursement. Unpaid amounts for qualified credits may carry over into the next contract year.
- C. If tuition and/or expenses for a course are paid fully or partially by an outside source, such amount shall be deducted from this section.
- D. The total education reimbursement to be paid by the District to all teachers during any one (1) school year will not exceed \$10,000.

ARTICLE 20

Insurance

- A. The Board shall provide MESSA insurance PAK for each teacher or family unit thereof unless modified by terms of the agreement below. Teachers shall opt to enroll in either PAK A or PAK B as defined below:

PAK A	PAK B
Health:	
Dental: Delta 100:80/80/80-\$2500/3000	Delta 100:80/80/80-\$2500/3000
Vision: VSP-3 Plus P 250 CL	VSP-3 Plus P 250 CL
Life: \$50,000 AD&D	\$50,000 AD&D

- B. The Board shall adopt a Section 125 Cafeteria Plan in accordance with IRS requirements. The Board shall be responsible for administering the plan. The plan shall minimally include a benefit selection option to be filled out by all bargaining unit members on an annual basis.

For those bargaining unit members opting to participate, the District shall offer the option of receiving cash in lieu of benefits or of utilizing a salary reduction plan to maintain a tax-deferred status.

The cash value of the option in lieu of insurance shall be limited to \$500 per month.

- C. The employer shall pay the following annual amounts toward the total cost of the MESSA Medical plans available to members inclusive of medical premiums and "Health Equity" (HEQ) Health Savings Account (HSA) funding described below for each medical benefit plan coverage year.

For January 1, 2025 to December 31, 2025, the Board of Education shall pay towards the premium for Major Medical Health coverage the current maximum hard cap permissible by law, which is \$643.19/month or \$7,718.26/year – single; \$1,345.11/month or \$16,141.28/year – individual & spouse; \$1,754.16/month or \$21,049.85/year – family.

For January 1, 2026 to December 31, 2026, the Board of Education shall pay towards the premium for Major Medical Health coverage the current maximum hard cap permissible by law, which is \$661.84/month or \$7,942.09/year – single; \$1,384.12/month or \$16,609.38/year – individual & spouse; \$1,805.03/month or \$21,660.30/year – family.

Upon receipt of renewal for the January 1-December 31, 2026 MESSA Medical Plans, updated calculations will be provided for the revised premium share amounts.

These annual employer paid amounts shall adjust annually at the beginning of each medical benefit plan coverage year, to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act.

The specific MESSA Medical Plans available to eligible employees are determined by the Coalition Team of the Upper Peninsula Area Purchasing Agreement (UPAPA). Plans will be decided by the Coalition Team each September (after the initial year) for implementation on the following January 1. Should the district no longer participate in the UPAPA, or if the UPAPA no longer exists, the existing MESSA plans will be in place until other plans are negotiated. Dental, vision, life and long term disability benefits are still subject to this collective bargaining agreement.

In the event an employee elects a negotiated medical plan in which the premium is below the district's agreed maximum level of premium contribution, the employee is entitled to compensation equal to the difference between the employer's maximum contribution and the premium of the plan they elected. By December 31st, the employee will receive a lump sum payment deposited into their Health Savings Account (HSA).

The employee's premium contribution will be payroll deducted, in equal bi-weekly amounts from the employee's paychecks per month through a qualified Section 125 Plan and, as such, will not be subject to withholding. The employer's "qualified Section 125 Plan" shall include any and all of the provisions necessary for pre-tax contributions to employee's Health Savings Account (HSA) accounts administered through Health Equity (HEQ).

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

- D. In the event of the death of a teacher and they are on the family health insurance plan, if the family requests the district agrees to keep the family plan for two additional months, paying the district portion of the health insurance cost. The family will be responsible for the employee portion of the costs for each of the two months.

ARTICLE 21
Early Retirement Incentive Plan

- A. When any teacher from the Ontonagon Teachers Education Association with ten or more years of service to Ontonagon Area Schools elects to retire and such teacher complies with the balance of this Article, the Board shall provide to that teacher a payment of \$20,000 spread over a three (3) year period in equivalent sums. The payment shall be in January of each year following retirement and must be placed in a 403b plan as provided for. A bargaining unit member who has been terminated for cause shall not be eligible for the incentive as provided above.
- B. This retirement incentive shall only be available when the teacher is first eligible for Michigan Public School Employees' retirement without penalty, or eligible to retire with penalty at the teacher's option.
- C. Teachers wishing to retire and qualify for the Retirement Incentive must submit a resignation from the District by March 1, which will be effective at the end of the school year. Said resignations will become irrevocable seven calendar days following the receipt by the District as per the Age Discrimination in Employment Act (ADEA).
- D. In the event of the death of the retiree, any unpaid sums shall be paid to the retiree's designated beneficiary.
- E. Previously purchased service credit shall not be used to determine eligibility, but may be used at the teacher's option to retire at an earlier date.
- F. Should the school year end in May, the teacher shall opt into the state insurance plan effective June 1 of the year of retirement.
- G. Should the school year go into June, the retiree may opt to work through May only and forfeit to the District the cost of a substitute for the June days missed. The retiree shall set in place needed plans and testing to allow for a proper finish to the school year for their classes. The retiree shall also opt for the state insurance plan effective June 1 of the year of retirement.
- H. Should the school year end in June and the retiree opt to work to the end of the school year, the retiree shall opt for the state insurance plan effective July 1 of the year of retirement.

ARTICLE 22

Calendar

- A. The calendar is attached. (See Appendix D)
- B. Up to two (2) days may be set aside each school year for conferences between teachers and parents, on a teacher request basis. Such conferences will be conducted and scheduled on a basis agreed to between the teachers and the Administration.
- C. Act of God days shall be handled in accordance with whatever the State law or regulations permit. If the school district is required to make up instruction days, the parties shall meet within ten (10) days (request by Board) and mutually decide where to place these additional days on the calendar.

If no agreement is reached within the ten (10) days, the Board shall make the final decision.

- D. There shall be the State required student instructional days that will meet state law requirements built into the calendar and attendance during these days will be mandatory. Teachers with prior approval from their administrator, may be credited for equal time for halfday early release days during the school calendar year if it aligns directly to district initiatives and/or teacher's individual development plan, if the participant did not get paid by the district for attendance at these events.
- E. The school day for students shall comply with State requirements.

ARTICLE 23
School Improvement Committee

- A. School Improvement Committee
The provisions contained in this section shall apply to all School Improvement Plans (SIP) as provided in Public Act 197 of 1989, Section 15.1919 (919b) MSA.
- B. In the event that any provision(s) of a SIP or application thereof violates, contradicts, or is inconsistent with the collective bargaining agreement, the collective bargaining agreement shall prevail.
- C. Any provision(s) of a SIP or application thereof affecting the wages, hours, and/or other terms and condition of employment, or the impact of any wages, hours and/or other terms and condition of employment of any bargaining unit members must have the written approval of the Association prior to being adopted and/or implemented.
- D. The conditions which follow shall govern employee participation in any and all plans, programs or projects included in the term "SIP":
1. Participation by the employee is voluntary.
2. Participation or non-participation shall not be used as a criterion for evaluation, discipline or discharge.
- E. The Board shall have the right to determine the composition of the School committee. The Board agrees teachers shall be on the committees. Once the Board has determined the composition of the committees, the OTEA shall have the right to select the teacher representatives.

ARTICLE 24
Mentor Teachers

- A. Participation of bargaining unit members as mentor teachers shall be voluntary.
- B. The relationship between any mentor, whether or not he/she is a bargaining unit member, and the mentee shall be collegial.
- C. A mentor teacher will be released for three (3) hours per semester to observe, meet with, or work with mentees.
- D. A mentor teacher will be compensated \$200 per semester per mentee to do the following:
 - 1. Meet with the mentee a minimum of twice a month, with a log maintained.
 - 2. Be responsive to mentee with support.
 - 3. If offered, participate in new teacher mentor collaboration trainings.
- E. The district will make every effort to not assign more than one mentee to a mentor.

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ARTICLE 25
Miscellaneous Provisions

- A. The Board will provide the Union with one (1) electronic copy of the Master Agreement for each new hire. Union Members will also have access to the electronic copy of the contract on the District's transparency website.
- B. Faculty members will be admitted free to all school events.
- C. If a Letter of Agreement states it is to be incorporated into the Master Agreement at the time it is written, it will be considered part of the Master Agreement and will be included in the Master Agreement language when subsequently retyped.

ARTICLE 26
Duration of Agreement

A. This Agreement shall be for three (3) years, from July 1, 2025, through June 30, 2028.
All salaries and financial benefits will be effective as of the date of the contract's ratification from both parties.

B. Appendixes A, B, C, D are incorporated into this Agreement.

PURSUANT TO THE AUTHORITY GRANTED BY THE GOVERNING BODIES OF THE respective parties, the parties hereto set their hands and seals the dates specified below, by their duly authorized agents, effective as of July 1, 2025.

ONTONAGON AREA SCHOOL DISTRICT
BOARD OF EDUCATION

By: _____
Its President

Date: _____

And By: _____
Its Secretary

ONTONAGON TEACHERS EDUCATION
ASSOCIATION:

By: _____
Its President

Date: _____

And By: _____
Its Secretary

REVISED

APPENDIX A
ONTONAGON AREA SCHOOL DISTRICT

2025-2026 Salary Schedule

STEP	BA/BS	BA+PERM or BA+18	MA/MS BA/BS+34	MA/MS+10	MA/MS+20
1	35,731	36,880	37,994	38,773	39,553
2	37,526	38,845	40,097	40,871	41,653
3	39,318	40,807	42,194	42,971	43,752
4	41,115	42,772	44,292	45,071	45,850
5	42,908	44,734	46,395	47,172	47,951
6	44,704	46,697	48,494	49,271	50,051
7	46,499	48,659	50,596	51,372	52,152
8	48,294	50,621	52,691	53,470	54,251
9	50,089	52,585	54,794	55,570	56,351
10	51,884	54,547	56,891	57,671	58,450
11		56,881	59,225	60,005	60,785
12		58,445	60,850	61,646	62,445
13		60,043	62,508	63,323	64,144
14		61,682	64,213	65,053	65,895
15		64,866	67,397	68,236	69,078
20		65,927	68,458	69,297	70,139
25		66,989	69,519	70,358	71,201
26		67,489	70,019	70,858	71,701
27		67,989	70,519	71,358	72,201
28		68,489	71,019	71,858	72,701
29		69,489	72,019	72,858	73,701
30		70,489	73,019	73,858	74,701

APPENDIX A
ONTONAGON AREA SCHOOL DISTRICT

2026-2027 Salary Schedule

STEP	BA/BS	BA+PERM or BA+18	MA/MS BA/BS+34	MA/MS+10	MA/MS+20
1	36,445	37,618	38,754	39,549	40,344
2	38,276	39,622	40,899	41,689	42,486
3	40,104	41,623	43,038	43,830	44,627
4	41,937	43,627	45,178	45,972	46,767
5	43,767	45,629	47,323	48,115	48,910
6	45,598	47,631	49,464	50,257	51,052
7	47,429	49,632	51,608	52,400	53,195
8	49,260	51,633	53,745	54,540	55,336
9	51,091	53,637	55,890	56,681	57,478
10	52,922	55,637	58,028	58,824	59,619
11		58,019	60,410	61,205	62,001
12		59,614	62,067	62,879	63,694
13		61,244	63,758	64,589	65,427
14		62,916	65,497	66,354	67,213
15		66,163	68,744	69,601	70,460
20		67,245	69,827	70,683	71,542
25		68,328	70,910	71,765	72,625
26		68,838	71,420	72,275	73,135
27		69,348	71,930	72,785	73,645
28		69,858	72,440	73,295	74,155
29		70,878	73,460	74,315	75,175
30		71,898	74,480	75,335	76,195

APPENDIX A
ONTONAGON AREA SCHOOL DISTRICT

2027-2028 Salary Schedule

STEP	BA/BS	BA+PERM or BA+18	MA/MS BA/BS+34	MA/MS+10	MA/MS+20
1	36,810	37,994	39,141	39,944	40,747
2	38,659	40,018	41,308	42,106	42,911
3	40,505	42,040	43,469	44,268	45,073
4	42,357	44,063	45,630	46,432	47,235
5	44,204	46,085	47,796	48,597	49,399
6	46,054	48,107	49,958	50,759	51,563
7	47,903	50,129	52,124	52,924	53,727
8	49,752	52,149	54,282	55,085	55,889
9	51,602	54,173	56,449	57,248	58,053
10	53,451	56,194	58,609	59,412	60,215
11		58,599	61,014	61,817	62,621
12		60,210	62,688	63,507	64,331
13		61,857	64,395	65,235	66,081
14		63,545	66,152	67,017	67,885
15		66,825	69,432	70,297	71,165
20		67,918	70,526	71,390	72,257
25		69,012	71,619	72,482	73,351
26		69,527	72,134	72,997	73,866
27		70,042	72,649	73,513	74,382
28		70,557	73,164	74,028	74,897
29		71,587	74,194	75,058	75,927
30		72,617	75,224	76,088	76,957

APPENDIX B
ONTONAGON AREA SCHOOL DISTRICT
EXTRACURRICULAR

Vacancies in positions covered or to be covered by Appendix B shall be compensated in accordance with Appendix B. In the event that no qualified bargaining unit members apply for such positions, non-bargaining unit members may be hired. No teacher may be regarded as receiving tenure in any extracurricular activity.

Upon completion of the 2006-07 school year, any non-bargaining unit member holding a position shall be considered probationary for a period of three years and the position shall not be posted until such time as the position becomes vacant. During the probationary period, a qualified staff shall bump a probationary non-bargaining unit member coach.

2025-2028

FOOTBALL

Head (1 squad)	5,377.00
Assistant Varsity Coach (1)	1,345.00
Jr. Varsity/Assistant	2,688.00

BASKETBALL

Head	5,377.00
Jr. Varsity	4,033.00
Junior High	838.00

TRACK

Head	2,554.00
Assistant (1)	1,344.00
Junior High	838.00

VOLLEYBALL

Head	5,377.00
Jr. Varsity	4,033.00

GOLF

1,480.00

STUDENT COUNCIL

Senior High	633.00
Junior High	633.00

MISCELLANEOUS *to a maximum of 1,840

Yearbook	1,496.00
National Honor Society	462.00
Camp Nesbit	600.00

ADVISORS

12-2	462.00
11-2	462.00
10-1	402.00
9-1	288.00
6-8	350.00

SCOREKEEPERS

Basketball	27.00 per game
Football	53.00 per game
Track	53.00 per meet

OTHER

Driver's Education Coordinator	603.00
Driver's Education (per hour)	23.50
Weight Room Supervisor	671.00 Maximum
(Position will be paid the current minimum wage up to 671 dollars)	

Counselors working beyond the normal school calendar shall receive an additional 2 days pay.

Any additional approved days beyond the 2 mentioned above shall be compensated at the Counselor's per diem rate.

INACTIVE POSITIONS

Positions listed on this document that are inactive for more than 5 years will be removed from the agreement.

FOOTBALL

OTHER

BASKETBALL

INTRAMURALS

MISCELLANEOUS

BAND

In District (per day)	46.12
Out of District (per day)	80.66

Coach's Evaluation

1. Coaches shall be evaluated at least once every three (3) years by the Administration. Additional evaluations may be done at the discretion of the Administration.
2. Evaluations shall be based on the direct observations and/or knowledge of the evaluator. The evaluations shall minimally include the observation of one (1) full game or event and a minimum of one-half (1/2) hour practice session.
3. Upon completion of the evaluation, the Administration shall meet and discuss the evaluation with the coach. The coach shall be required to sign the evaluation. However, said signature shall not be interpreted to mean agreement with the content of the evaluation. The coach shall have the right to attach a response to the evaluation.

APPENDIX C

Grievance No _____

ONTONAGON AREA SCHOOL DISTRICT
GRIEVANCE FORM

BUILDING	ASSIGNMENT	NAME OF GRIEVANT	DATE FILED
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Step 1

A. Date cause of Grievance Occurred _____

B.1. Statement of Grievance _____

B.2. Relief Sought _____

Grievant Signature

Date

Association Signature

Date

C. Disposition by Principal _____

Signature of Principal

Date

D. Position of the Association _____

Association Signature Date

Step 2

A. Date received by Superintendent _____

B. Disposition of Superintendent _____

Superintendent Signature Date

C. Position of the Association _____

Signature of Association Date

Step 3

A. Date received by Grievance Committee _____

B. Position of Administration Committee Members _____

Administration Signature Date

C. Position of Association Committee Members _____

Association Signature

Date

Step 4

A. Date submitted to Mediation _____

B. Disposition & Award of Mediator _____

Signature of Arbitrator

Date

Step 5

C. Date submitted to Arbitration _____

D. Disposition & Award of Arbitrator _____

Signature of Arbitrator

Date

ONTONAGON AREA SCHOOL DISTRICT

2025-2026 CALENDAR

August 21, 2025	No School - Mandatory Faculty Professional Development
August 22, 2025	No School - Mandatory Faculty Professional Development
August 26, 2025	First Day of School
August 29, 2025	No School
September 1, 2025	No School – Labor Day
October 31, 2025	Early Release – 11:30 AM; End of First Marking Period – Mandatory Faculty Professional Development (1/2 day)
November 27 - 28, 2025	No School – Thanksgiving Break
December 22, 2025 - January 2, 2026	No School – Christmas Break
January 5, 2026	School Resumes
January 16, 2026	Early Release – 11:30 AM; End of Semester – Mandatory Faculty Professional Development (1/2 day)
March 13, 2026	Early Release – 11:30 AM; End of Third Marking Period – Mandatory Faculty Professional Development (1/2 day)
March 23 - 27, 2026	Spring Break
March 30, 2026	School Resumes
April 3 - 6, 2026	No School – Easter Break
May 22, 2026	Graduation
May 25, 2026	No School - Memorial Day
June 3, 2026	Last Day of School – Early Release - 11:30 AM; Mandatory Faculty Professional Development (1/2 day)
June 4, 2026	No School - Mandatory Faculty Professional Development

	Days			Days
August 2025	3		January 2026	10
September	21		February	20
October	23		March	17
November	18		April	20
December	15		May	20
January 2024	10		June	3
1 st Semester	90		2 nd Semester	90

Elementary School day will begin at 8:30 a.m. and end at 3:11 p.m.

Jr./Sr. High School day will begin at 8:30 a.m. and end at 3:13 p.m.

Ontonagon Area Schools does not discriminate on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, veteran status or other non-merit reasons, in employment and complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964 and the Elliott-Larsen Civil Rights Act.

APPENDIX E

PERFORMANCE EVALUATION

Classroom teachers will be evaluated pursuant to a performance evaluation system consistent with the Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

- a. A year-end evaluation process that meets statutory standards
- b. An evaluation tool that incorporates components required by law, including:
 - i. Locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
 - ii. The teacher's performance
- c. An individualized development plan (IDP) with measurable performance goals developed by the evaluator in consultation with the teacher and recommended training, coaching, professional development or resources designed to improve the teachers' effectiveness for:
 - i. All probationary teachers
 - ii. Teachers rated developing, needs support
 - iii. To the extent allowable by law, the District will notify a classroom teacher of complaints that might lead to discipline
 - iv. At the evaluators discretion when performance deficiencies are noted.
- d. Classroom observations of at least 15 minutes each which include, at a minimum, a review of the classroom teacher's lesson plan, the state or national curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items
- e. A mid-year progress report, if required by law, which aligns with the classroom teacher's IDP, and includes specific performance goals developed by the evaluator and any recommended training, coaching, professional development or resources identified by the evaluator.
- f. A year-end performance evaluation effectiveness rating of: effective, developing, or needing support
- g. Tenured teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated triennially but if the classroom teacher is not rated as effective on one of the triennial year-end evaluations, the classroom teacher must receive annual year-end evaluations. If the teacher on the triennial track is placed on an IDP or transfers to a new position, the Superintendent may choose to move the teacher to annual evaluations; all observations shall be completed fifteen (15) business days prior to the end of the school year; year-end evaluations shall be completed at least five (5) business days before the end of the school year.
- h. A mentor for classroom teachers rated developing or needing support or for classroom teachers as required by law;
- i. Opportunity for a tenured classroom teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;
- j. Use of the Charlotte Danielson model evaluation tool which has been approved by MDE and is in compliance with Revised School Code Section 1249 and corresponding regulations
- k. Website posting of required information for the Danielson evaluation model
- l. Training on the Danielson model for teachers and evaluators as required by law

m. If a tenured classroom teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, that teacher shall be discharged consistent with due process. The District is not precluded from discharging a classroom teacher at other times as provided by the Teachers' Tenure Act

n. If a classroom teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used

o. The parties will, by September 30, 2024, negotiate and reach consensus concerning how to measure student growth and assessment data or student learning objective metrics to be considered for 20% of the evaluation. At least 10% of the 20% student growth data shall be agreed upon benchmark data. If a consensus is not reached by September 30, 2024, the District will use the assessment data currently utilized.

p. Grievance Procedure. An alleged violation of this Article may be grieved up to the Board level. However, an Arbitrator has jurisdiction to consider a grievance filed under the grievance procedure by a tenured Classroom Teacher with two (2) consecutive ratings of "needing support."

q. Each teacher shall have the right upon request to review the contents of his/her own personnel file, except the original placement file. A representative of the Association may be requested to accompany the teacher in such review. In the event that the teacher feels that material placed or to be placed in his/her file is inappropriate or in error, he/she may receive adjustment through the grievance process.

An Association member's signature upon material in the file will be interpreted to mean the teacher knows of its presence, but is not necessarily in agreement with the material. The teacher may or may not, upon exercise of personal option, attach a statement of agreement or disagreement of any adverse evaluation placed in his/her file.

r. Bargaining unit members shall be provided a copy of any non-confidential material (as determined by the courts and/or laws) placed in or to be placed in a personnel file. Each file shall contain a cover sheet to be signed and dated by any person reviewing the file.

Material placed in the personnel file, including evaluations, shall not be released to any person without written permission from the employee or valid court order, excepting that materials requested subject to Michigan's Freedom of Information Act may be released in accordance with the following:

1. The District shall notify the teacher(s) who is subject to the request and provide the teacher with a copy of the request.

APPENDIX F

ONTONAGON AREA SCHOOL DISTRICT SICK LEAVE BANK AGREEMENT

The following rules and regulations are hereby adopted by the Sick Leave Bank Committee of the Ontonagon Area School District.

1. The district agrees to keep a sick leave total of no less than one hundred non accumulative days. The days in the bank shall never exceed two hundred eighty five days. The bank will be at the one hundred (100) day level only when none has been borrowed or all borrowed days have been paid back.
2. All sick leave bank days that are borrowed by the affected teacher shall be paid back to the District at a rate of 3 days per contract year from their normal accumulation.
 - a. As of July 2025, teachers who paid into the old sick leave bank system will not have to pay back the days they paid into the pool out of their sick leave. All days used above and beyond will be paid back.
 - b. If a teacher terminates employment with the district, all sick leave bank days borrowed that have not been paid back, must be paid back at $\frac{1}{2}$ the teacher's daily rate per day borrowed. This will be taken from the teachers final paycheck.
3. A teacher may borrow from the bank provided he/she has a specific need, due to extended illness, for more days than said teacher has accumulated. In order to draw upon the sick leave bank, the teacher must be absent for at least three consecutive days without pay. The sick leave bank will not be used for short or sporadic absences, as when a teacher is sick for one or two days and returns the following day, in which event the teacher will get no credit from the sick leave bank. The sick leave bank will be used only for a continuous, long illness. A bargaining unit member must have at least 1 year of service and have paid into the system to be eligible to apply for the sick leave pool. Starting in July 2025, members will be eligible at the start of their (3) third year with the school district.
4. No teacher may draw on the sick leave bank until all of the teacher's own sick leave has been used. No more than twenty (20) days may be withdrawn from the sick leave bank at any one time without further application and further approval by the Sick Leave Bank Committee. No more than sixty (60) days in any one school year may be withdrawn for any one teacher.
5. Any illness for which credit from sick leave bank is sought must be verified by a physician, which physician's verification will be filled in on the sick leave form provided. The physician shall advise the Ontonagon Area School District Board of Education when the teacher is released as able to return to employment. **This would follow all FMLA federal guidelines.**

6. The sick leave bank applies during the school year only. Should any teacher use the maximum amount of sick leave days allotted during the school year, the teacher must then request a leave of absence from the School Board, which leave of absence shall be without pay.
7. The Board's representatives and the OTEA's representatives to the Sick Leave Bank Committee are, as a body, empowered to make any final decisions about the use of the sick leave bank. The decision of the Sick Leave Bank Committee shall be final, and shall not be subject to grievance or appeal.
8. If a teacher is collecting workmen's compensation, the teacher cannot collect from the sick leave bank. In the event that an applicant receives workmen's compensation after the teacher has already drawn from the sick leave bank, the teacher must then repay to the school district the dollar amount paid in sick leave charged to the bank, and, upon such repayment, the days will be re-credited to the sick leave bank. No teacher will be permitted to draw upon the sick leave bank who has not repaid such dollar amount after receiving workmen's compensation benefits.
9. After the teacher's application has been accepted by the Committee, the teacher will be granted up to twenty (20) days of sick leave, and the case will be reviewed after twenty (20) days. The teacher must reapply to the sick leave bank for further benefits, and the teacher must again provide verification from the physician that the teacher is unable to return to work. The Committee will review the application and, if feasible, will give the teacher up to twenty (20) additional days, but the number of extensions shall not exceed a total of sixty (60) days in any one school year.

SICK LEAVE BANK COMMITTEE
ONTONAGON AREA SCHOOL DISTRICT