

**ST. JOHNS EDUCATION ASSOCIATION/ICEA
MASTER AGREEMENT
2023 - 2025**

ST. JOHNS PUBLIC SCHOOLS

AGREEMENT

Between the

ST. JOHNS BOARD OF EDUCATION

and the

INGHAM/CLINTON EDUCATION ASSOCIATION

and the

ST. JOHNS EDUCATION ASSOCIATION

August 1, 2023

to

July 31, 2025

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AGREEMENT

This agreement is made and entered into this 17th day of July 2023 by and between the Board of Education of the St. Johns Public Schools, hereinafter called the "Board" and the Ingham/Clinton Education Association MEA-NEA, hereinafter called the "Association", for its local affiliate the St. Johns Education Association.

It is the policy of the St. Johns School District that no person shall, on the basis of race, color, national origin, sex or disability, age, religion, height, weight, marital or family status, military status, ancestry, origin, sex, or disability, genetic information or any other legally protected category, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity and in employment

WITNESSETH

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

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

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its 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 memorialize

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

ARTICLE 1
RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole bargaining agent as defined in Section 11 of Act 379 Public Acts of 1965, as amended, for its employees who are within the appropriate bargaining unit, described and defined as:

all full-time and regularly scheduled part-time PreK-12 teaching personnel certified, authorized, or licensed by the Michigan Department of Education, under contract, excluding

Superintendent, Assistant Superintendent, Administrative Assistants, Principals, Assistant Principals, Business Manager, adult and alternative education teachers, shared time teachers hired to teach in parochial schools, substitute personnel, teacher aides, and other auxiliary personnel, all supervisory, administrative, and executive personnel, and all other employees.

It is understood that while counselors do earn tenure as teachers within the district, they will not gain tenure in their counseling positions.

The terms "teacher" or "employee", singular or plural, when used hereinafter in this Agreement, shall refer to all personnel represented by the Association in the bargaining unit as defined above, and references to one gender shall include the other gender.

- B. The Board agrees not to negotiate terms and conditions of employment with any teachers' organization other than the Association for the duration of the Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance resolved without intervention of the Association, if the resolution is not inconsistent with the terms of this Agreement, provided the Association has been informed of the grievance and has been given an opportunity to be present at such resolutions.
- C. A "substitute" shall be defined as a teacher who is employed for less than one hundred fifty (150) days during a school year.

ARTICLE 2
BOARD RIGHTS RESERVED

The Board, on its own behalf and on behalf of the District, hereby retains and reserves unto itself, without limitation, all power, 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; further, nothing contained herein shall be considered to deny or restrict the Board in its rights, responsibilities, and authority under the Michigan General School Laws as they pertain to Education.

ARTICLE 3
PAYROLL DEDUCTIONS

- A. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, charitable donations, city income taxes, court ordered deductions, or any other plans or programs jointly approved by the Association and the Board.

ARTICLE 4

QUALIFICATIONS AND NOTIFICATIONS

- A. Each classroom teacher shall be given specific written notice of his/her subject and grade level assignments for the next school year.
- B. Administrative guidelines related to the transfer process will be made available upon request.
- C. Any assignments in addition to the normal teaching schedule during the regular school year, including adult education courses, summer school courses, and extra duties, enumerated in Appendix B and C, shall not be obligatory but shall be with the consent of the teacher. Music teachers shall be obligated to assume Appendix C duties when they are integrated with classroom instruction.
- D. All teachers regularly employed in the St. Johns Public Schools shall be given first priority for appointment to extra duty under Appendix B and C if qualifications such as experience, knowledge, and ability to further the program are similar. Positions under Appendix B and C shall be filled on a voluntary basis with recommendation from the building principal and approval of the Board of Education. Assignment of the extra duties will be made annually at the discretion of the Board following a written evaluation of the previous year's performance in the activity. No teacher shall have tenure of position for extra duties. Vacancies will be posted for five (5) business days.

ARTICLE 5
TEACHING CONDITIONS

- A. The Board will continue its efforts to make available in each school appropriate facilities, equipment, material, clerical personnel to implement the educational program of the district. The term appropriate shall be determined by the Board based on its financial ability.
- B. The Board shall make available in each school a work-study room for the teachers. When practicable and possible, lavatory facilities exclusively for teacher use shall also be made available.
- C. Existing telephone facilities shall be made available to teachers for their reasonable use. Adequate parking facilities shall be made available to teachers.
- D. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires, and similar materials are the tools of the teaching profession. Further, efforts shall be continued to seek and use textbooks and supplementary reading materials which contain the contribution of minority groups to history, scientific and social development of the United States. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools and the Board undertakes promptly to consider all joint recommendations thereon made by its representative and the Association. The Board agrees at all times to keep the schools as well equipped and maintained as is financially possible.
- E. The goals of professional development in St. Johns are to maintain and improve teaching performance, increase student learning, align curriculum with district, and/or building school improvement plans, and/or the implementation of a teacher IDP. The scheduling, subject matter, and expectations of professional development will be decided upon collaboratively by the Association or its designee and the District.
- F. If a building meeting is necessary on a records day, one meeting may occur no longer than one hour in length.
- G. An individual teacher will not be expected or required by the Board to accept a student teacher.
- H. Parent teacher conference days will be established as part of the district calendar. Building school improvement teams shall have input into the general schedule and format with one evening conference per term with ½ day off compensation time per evening. Additional evenings may be negotiated by the association and the administration with additional compensatory time given to that level. An effort will be made to schedule “common” conference days and compensatory time. In addition, an effort will be made to avoid scheduling extra-curricular activities at the same time as the evening conferences. Release time in excess of conference

hours shall be used for parent communication outside of scheduled conferences and/or meetings outside of the school day.

- I. When a building is without heat, or experiences plumbing or electrical problems, the safety and comfort of children will be the first priority in determining dismissal of school. If the electrical, heating, or plumbing problem cannot be repaired within a reasonable period of time, school will be dismissed.
- J. Teachers are encouraged to interpret the program of the schools to the community in ways, which will improve the public's understanding of purposes and procedures and encourage its involvement and support.
- K. The Board will provide school building keys and ID Badges necessary to the normal function of the teacher, provided such keys and ID Badges shall be turned in upon the termination of the teacher's employment and/or upon completion of the school year. The employee shall not incur any costs for ID Badges that need to be replaced due to normal wear and tear, limited to a two year cycle. Lost ID Badges shall be replaced at a cost to the employee not to exceed the cost of replacement. If the teacher is using the building after normal hours, it will be the responsibility of the teacher to secure areas of the building that he/she used and/or notify administration of any problem(s).
- L. Whenever conditions beyond the control of school authorities such as severe storms, fires, health conditions, etc. occur, the district will follow current state law as it pertains to making up scheduled pupil instructional time. All make-up time shall be without additional compensation. If school is cancelled during the exams/records day, the next available day(s) will be used for exams/records day.
- M. Each bargaining unit member in his/her first three (3) years in the classroom shall be assigned a mentor teacher. The mentor teacher will be available to provide professional support, instruction and guidance. The purpose of the mentor assignment is to provide a peer who can offer assistance, resources and information in a non-threatening collegial fashion.
 1. Participation as a mentor shall be on a volunteer basis.
 - The mentor position will be first offered to a current bargaining unit member with at least five (5) successful years of teaching completed and an evaluation rating of effective or highly effective. Should the number of beginning teachers exceed the number of volunteer bargaining unit mentors, then the position(s) may be offered to non-bargaining unit personnel at the discretion of the Administration.
 - The Administration shall notify the Association when a mentor teacher is matched with a bargaining unit mentee.
 - Every effort will be made to match mentor teachers with mentees who work in the same building and have the same area of certification.

- The mentee shall be assigned to one (1) mentor teacher at a time, unless otherwise mutually agreed. A mentor teacher shall be assigned to only (1) mentee at a time, unless otherwise mutually agreed.
 - The mentor teacher assignment shall be for one (1) year, subject to review by the mentor teacher, mentee and the building principal after ninety (90) working days. The appointment may be renewed in succeeding years.
 - Should either the mentor teacher or the mentee present cause to dissolve the relationship subsequent to the initial six (6) months, representatives of the parties will meet with the mentor teacher and the mentee to determine an appropriate course of action.
2. Neither the mentor teacher nor the mentee shall be permitted to participate in any matter related to the evaluation of the other
 3. The Administration shall attempt to arrange for a common preparation time for the mentor and mentee.
 4. Professional development training required by law or regulation may occur during the regular work day and work year. However, satisfying such professional development requirements is the sole responsibility of the teacher. It shall be the obligation of the teachers to satisfy state laws or regulations pertaining to professional development training, certification requirement, and continuing education requirements. The board shall not be obligated to pay for expenses related to these requirements, except for providing release time if approved by the board.
- N. Proper dress from all staff is expected throughout the school year. Staff should dress for respect and success. Clothing that is torn, worn, or revealing is never appropriate. Monitoring of these guidelines is the responsibility of the building administrator. Teachers in violation may be asked to go home and change their clothing and return to work.

ARTICLE 6
EDUCATIONAL ADVISORY COUNCIL

- A. The Board and the Association recognize that school policies, school instructional programs, and related matters merit continuing study and improvement. Therefore, an Educational Advisory Council (E.A.C.) is hereby established to provide professional advice and assistance to the Board to make improvements in school policies, school instructional programs, and related matters.

Administrative and teacher representatives shall be selected by their respective administrative or association groups. The E.A.C. may consult other persons as necessary for resource, research, or study from time to time.

The E.A.C. shall meet at times mutually agreed upon or as requested by the association president and the superintendent of schools.

- B. The Board and the Association recognize that matters such as curriculum, class size and workshops merit continuing study and improvement. Therefore, Committees may be established by the E.A.C. to do research in the designated area and present their findings to the E.A.C., who shall formulate final advisory recommendations concerning reports for submission to the Board by the Superintendent. The reports will be submitted with the final recommendations of the E.A.C. The Board shall inform the E.A.C. in writing as to the disposition of the recommendations. The number and appointment procedures of representatives on these committees shall be determined by the members of the E.A.C.

The committee chairperson shall be elected from and by the committee.

The parties agree that all committees shall serve in an advisory capacity. Recommendations from the committees shall be utilized as guidelines for revision of the curriculum.

ARTICLE 7
TEACHING HOURS, CLASS LOADS AND DUTIES

- A. Teacher Reporting times:
1. All teachers shall be required to report for duty no earlier than twenty (20) minutes before the opening of the student's' regular school day in the morning and shall be permitted to leave fifteen (15) minutes after the close of the students' day. If agreed upon by both the administration and the teacher, the time before and after may be flexed as long as the total minutes in a day equals thirty five (35) minutes.
 2. Teachers are encouraged to remain for a sufficient period after the close of the pupils' school day to attend to those matters, which properly require attention at that time, including consultations with parents when scheduled directly with the teacher and scheduled teacher meetings. On Fridays and days preceding holidays or vacations, the teacher's day shall end at the close of the pupils' day. If a teacher is required to provide after school supervision on Friday or a day preceding a holiday or vacation, then the teacher would be permitted to leave with students on a different day of the week as arranged with the building principal.
- B. Both parties recognize that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its effort to keep class sizes at an acceptable number as dictated by the financial condition of the District, the building facilities available, the availability of qualified teachers, and the best interest of the students and the District as deemed administratively feasible.
- C. Recognizing that the geographical location of the elementary schools makes equal placement of students difficult, the Board will make a reasonable effort to equalize class loads within each grade level or subject discipline. It is agreed that the system wide ratio of students in grades K-5 to classroom teachers shall not exceed 27 as of the Pupil Count. In computing this average only general education K-5 enrollment will be used.
- D. A secondary teacher shall not be required to accept a teaching load consisting of more than three (3) preparations unless agreed to by both the administration and the teacher (except vocational education and special education, when it is necessary).
- E. The normal teaching schedule at the middle school will be six (6) assigned periods per day with one unassigned/planning period per day. The normal teaching schedule at the high school will be five (5) assigned periods per day, with one unassigned/planning period per day
- F. All teachers shall be entitled to a duty-free uninterrupted lunch period of no less than the time allotted to the students' lunch in their particular building.

- G. No departure from these norms, except in case of emergency, shall be made without prior consultation with the Association. In the event of any disagreement between the representative of the Board and the Association as to the need and desirability of such deviation, the matter may be processed through the professional grievance procedure hereinafter set forth.
- H. A teacher engaged during the school day with any representative of the Board or participating in any professional grievance negotiation, mediation or arbitration, shall be released from regular duties without loss of salary.
- I. All teachers shall be required to monitor the area of their rooms when their scheduled classes are in session and, when possible, in the hall near their rooms during the passing of students between classes.
- J. Teachers are asked to attend all programs that are scheduled during school hours. Included are assemblies and pep meetings, unless said teacher has been previously released by proper authority.
- K. Except on proper permission of a building administrator, teachers shall remain within the assigned building during the hours school is in session, with the exception of the teachers' lunch period.
- L. The number of student assigned to a combination classroom with more than one grade level shall not exceed twenty-eight (28). Additionally, each combination classroom over twenty-two (22) students shall be provided with up to one and one-half (1-1/2) hours per day of teacher aide assistance, as requested by the teacher.
- M. The district will provide all elementary classroom teachers 280 minutes of planning time for each full week of instruction. Special events may alter this. In order to help assure the district meets the planning minutes, teachers will be required to assist with student recesses, not to exceed one recess per week, unless otherwise agreed upon by teaching staff and administration within the building. The district will schedule planning time in at least 20 minutes blocks of time for the teacher.
- N. At the elementary school level no less than the equivalent of one hour of support staff assistance per day shall be provided for in each building, as scheduled by the building principal, within the confines of the day, unless extenuating circumstances on a particular day preclude such a minimum amount of time. In addition, as part of the instructional day, all teachers will have access to copy machines and FAX machines in order to enhance the District's educational program.

- O. Whenever an elementary classroom in grades K-3 contains over twenty-eight (28) students or in grades 4-5 contains over thirty (30) students, the teacher shall receive one and one-half (1-1/2) hour of aide time per day, as requested by the teacher. If an aide cannot be secured, the teacher shall receive a stipend paid at the end of the trimester prorated for the number of days the class size was overloaded.
- 1-2 students - \$250
 - 3-4 students - \$500
 - 5-6 students - \$750
- P. When a general education classroom teacher is assigned a student from a special education program for severely impaired students (POHI, SXI, SMI, TMI), the teacher shall not be expected to perform routine, scheduled maintenance of a medical appliance or apparatus used by the student to sustain his/her bodily functions nor render routine, scheduled care or maintenance of exceptional bodily functions related to the student's impaired condition. The teacher shall be informed and instructed as to emergency measures, which may be necessary on occasion due to the student's impaired condition. Otherwise, it shall be the responsibility of the teacher to implement the student's individualized educational plan for attending to the educational needs of the student while in the teacher's class.
- Q. When a special education student is added to a regular classroom for more than 120 minutes a day, this child will count as one (1) full time equivalent student in determining class size and subsequent aide time. If an aide is assigned to a specific student, this aide will not be counted as an additional aide in determining aide time, nor will the assigned student be counted toward class size when determining overload aide time.

ARTICLE 8
DEPARTMENT AND GRADE LEVEL CHAIRPERSONS

- A. The Board will establish departments in the High School and departments in the Middle School arranged by subject area or grade level, including Special Education, as determined by the Superintendent and/or designee. When a subject area has less than four employees, the Superintendent and/or designee may establish a department of two or more subject areas. Every employee shall be a member of one department. Unless circumstances dictate otherwise, teachers shall generally be considered members of a given department based upon the subject area in which they teach the majority of the time. The Department Chairperson shall be elected by their peers and shall serve a term of three (3) years. The election of department chairs will take place during the last month of the school year and will be conducted by a representative of the Association. The vote will be confidential and may be reviewed by the Association president or designee and the respective building principal, and Curriculum Director. There will be no tenure in a department chairperson position. It is understood that the department chairpersons serve as instructional liaisons between teachers of the department and administration and are primarily non-probationary classroom teachers and are not considered to be supervisory personnel.
- B. Elementary grade level chairpersons shall be elected at the first monthly meeting for a period of three (3) years. Elementary grade levels shall be grouped as follows: Kindergarten, First Grade, Second Grade, Third Grade, Fourth Grade, Fifth Grade, Special Education, and Specials.
- C. The duties and responsibilities of the chairpersons, after input from the teachers, shall be determined by the building principals and the Curriculum Director. These duties and responsibilities shall be evaluated annually by June 1 by the Principal and/or Curriculum Director.
- D. If the Department or Grade Level Chairperson is relieved of his responsibilities as chairperson before the expiration of his term; he may seek recourse through the grievance procedure.
- E. If a chairperson's position becomes vacant during the school year, the position will be filled within thirty (30) school days. The new chairperson shall be elected by his/her peers, and shall serve for the remainder of the three (3) year term.

ARTICLE 9
PROFESSIONAL RESPONSIBILITIES

- A. When a request is received by the designated FOIA Coordinator under the Michigan Freedom of Information Act, MCL 15.231 *et seq.*, to inspect, copy or receive a copy of an employee's record, the employee and the Association President shall be notified prior to the release of any information.
- B. The responsibilities of each individual teacher include:
1. Careful daily preparation
 2. Participation in activities of the school such as (may be excused by the principal for meritorious reasons):
 - a. Parent Conferences and Open Houses
 - b. Staff meetings
 - c. Professional development
 3. Unless otherwise excused by the principal or Athletic Director, classroom responsibilities will take priority over Schedule B and C activities.
 4. Flexibility for non-traditional teachers: Teacher daily hours, breaks, planning periods, limits on after school meetings and other similar limitations, are intended to be applied to classroom teachers and not to restrict the ability to meet program and student needs by such certified personnel as counselors and instructional coaches. When varying from the normal contract work hours, an appropriate work schedule shall be agreed to by the non-traditional teacher and administration.
- C. All personnel records required by Central Administration shall be submitted to the Business Office by each teacher. Items included are:
1. Valid Teaching Certificate
 2. Transcript of credits for
 - a. New Teachers
 - b. Those teachers requiring a Special Certificate
 3. Teacher's Cumulative Record
 - a. New Teachers
 - b. Any change of credit status for any other teacher
 4. Any needed specialized teacher certification or endorsement
 5. Confidentiality statement

Each teacher shall have the right, upon request, to review the contents of his own personnel file and respond thereto. A representative of the Association may, at the teacher's request, accompany the teacher in this review.

Future items may be included pending agreement between the Association and the district.

ARTICLE 10
STUDENT DISCIPLINE AND TEACHER PROTECTION

- A. The Board recognizes its responsibility to continue to give administrative backing and support to its teachers, although each teacher bears the primary responsibility for maintaining proper control and discipline in the classroom. The teachers recognize that all disciplinary action and methods invoked by them shall be reasonable and just, and in accordance with established Board Policy. It shall be the responsibility of the teacher to report to his/her principal the name of any student who, in the opinion of the teacher, needs particular assistance from skilled personnel. The teacher shall be advised by the principal of the disposition of the teacher's written report that a particular student needs such assistance.
- B. A teacher may temporarily exclude a pupil from one class when the grossness of the offense, the persistence of the misbehavior or the disruptive effect of the violation makes the continued presence of the student in the classroom intolerable. In such cases, the teacher will furnish the Principal, as promptly as his teaching obligations will allow, full particulars of the incident, after which time a full disposition will be made.
- C. Any case of assault upon a teacher's person or property which had its inception in a school-centered problem shall be reported immediately in writing to the Superintendent or his designated representative. In the event of such an assault, the teacher involved may request assistance of the Board in such matter. These requests shall be made in writing to the Superintendent who shall make a determination as to whether the conduct of the teacher making such request justifies any assistance from the Board, and the extent thereof.
- D. Time lost by a teacher in connection with any incident mentioned in this Article, not compensable under Workers' Compensation, shall not be charged against the teacher unless a court of competent jurisdiction adjudges him/her guilty.

ARTICLE 11
UNPAID LEAVES OF ABSENCE

- A. A teacher upon written request submitted by April 1 shall be granted a leave of absence for a full school year. Any request after April 1, the Board is not obligated to grant the leave unless a replacement can be secured. The teacher must begin and return from the leave at the end of a school year.
1. While on leave teachers shall not continue to accrue seniority or proceed up the salary schedule.
 2. A leave will not be granted for purposes of full-time employment with another school district.
- B. A leave of absence of up to one year may be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other states, territories, or counties, foreign or military teaching programs, the Peace Corps, Teachers' Corps or Job Corps as full time participant in such programs.
- C. A military leave of absence shall be granted to any teacher who shall be inducted for military duty in any branch of the armed forces of the United States.
- D. A leave of absence shall be granted to any teacher upon application for the purpose of campaigning or serving in a public office.
- E. A teacher upon written request, submitted at least thirty (30) days in advance when possible, shall be granted a child care leave of absence for the purpose of parental care of a newborn child for the remainder of the term or school year or for the full term or school year following the date of the teacher's recovery from the disability period attendant to the birth of the child.
- F. Unpaid childcare leave as provided for in Section E shall also be available to teachers upon the adoption of a child. The date of adoption will be substituted for the date of birth.
- G. Upon written application submitted no later than April 1, a teacher shall be granted a leave of absence for up to two (2) full terms, for the purpose of engaging in not less than half-time study at an accredited college or university. The teacher shall present certified documentation from the educational institution of attendance as no less than a half-time student in an area related to the continuation of a career in education.
- H. In all cases whereby a teacher requests and is granted a leave of absence under the terms of this Master Agreement, the conditions of said leave of absence shall be stated to the satisfaction of both parties and recorded on the "Leave of Absence Form". The disposition of this form will be: one copy to the Board of Education, one copy is to be retained by that person requesting the leave of absence, and one copy to the Association.

All leaves in this Article shall be subject to the following conditions:

1. All leaves of absence may be extended upon request by the teacher and approval by the Board of Education
 2. All leaves of absence shall be for the remainder of a term or school year, or full term or school year, at the option of the teacher, unless otherwise arranged with and approved by the Board.
 3. A teacher desiring to return from leave at the beginning of a school year shall notify the district of his/her intent to return on or before April 1 of the preceding school year.
- I. Short-term unpaid leaves for unusual, extenuating and/or emergency situations which do not qualify for FMLA leave may be taken only upon approval of the Superintendent.
- J. Unpaid leave requests which qualify for leave under Family Medical Leave Act must be taken pursuant to FMLA guidelines and run concurrent with any additional unpaid leave time granted under this article.

ARTICLE 12

LEAVE PAY

- A. At the beginning of each school year each teacher shall be credited with 13 leave days to be used for either illness or personal business. Leave days will be prorated if a teacher is hired after the start of the school year or resigns before the end of the school year. A physician's statement and/or verification may be required in cases of chronic illness and/or absences of more than three (3) consecutive workdays. The unused portion of such an allowance shall accumulate from year to year up to 250 days with those teachers over 250 days as of September 1, 2015 capped at their current number of days. Leave days are not to be used the first or last day of a term or year or on a day immediately preceding or following a holiday or school break while school is in session, except in case of an emergency or with Superintendent and/or designee approval. Any planned leave of more than three (3) consecutive days must be reported to the building principal and approved by the Superintendent and/or designee no later than two (2) weeks prior to the dates requested. Unpaid time off cannot be taken without prior written approval by the Superintendent and/or designee, except in cases of emergency.
- B. A teacher who is unable to teach because of personal illness or disability and who has exhausted all paid leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year, and the leave may be renewed each year upon written request by the teacher, except that the position on the salary schedule may increase by one step only.
- C. Leaves of absence with pay not chargeable against the teacher's leave allowance shall be granted for the following reasons:
1. Absence when teacher is called for jury service. Teacher will be deducted the amount received for such duty from regular pay.
 2. Court appearance as a witness in any case connected with the teacher's employment, or the school, or whenever a teacher is subpoenaed to attend a legal proceeding.
 3. Approved visitation at another school or approved educational conference or convention.
 4. Time necessary to submit to selective service physical examination.
 5. Death in the immediate family. Immediate family is to include Spouse, Child, Mother, Father, Brothers and Sisters, Grandparents, Grandchildren, Step Parents, Step-Children, Step Siblings, Step Grandparents and Step Grandchildren of the employee and the employee's spouse. A maximum of three (3) days bereavement will be allowed per occurrence.

- D. Absence due to injury in the course of the teacher's employment and compensable under the Michigan Workers' Compensation Act shall result in the teacher continuing to receive his/her normal salary provided accrued sick leave time is used to make up the difference between the salary and the benefits received under the Michigan Workers' Compensation Act. Once the teacher's sick leave is exhausted, such payments by the Board shall cease. Upon return to work, the teacher will continue to receive his/her normal biweekly pay for the remainder of the contract year.
- E. A teacher absent from work with mumps, scarlet fever, measles, or chickenpox shall suffer no diminution of compensation and shall not be charged with leave for a period not to exceed three (3) weeks, provided said teacher incurs said disease within the incubation period of the occurrence of a like disease incurred by a student within the realm of said teacher's responsibility. The diagnosis of the disease may be requested by the Board by a Doctor of Medicine or Osteopathy.
- F. After the disposition of the leave form by the teacher and principal, a copy of said form will be given to the teacher.
- G. The number of accumulated leave days will appear on each teacher's electronic pay stub.
- H. The Board shall provide to the Association fifteen (15) days for the transaction of Association business, conference days, etc. The request for Association days will be approved by the Superintendent. The Association will reimburse the Board for the substitute cost at the prevailing substitute rate of pay.
 - 1. Additionally, the Association shall be provided with ten (10) days to be used in connection with the negotiation of any successor collective bargaining agreement, provided the Association will reimburse the Board for the substitute cost at the prevailing substitute rate of pay.
 - 2. The Board of Education agrees to release the designated agent of the Association one-half day per week if requested to transact Association business provided the agent does not interrupt classes. The agent and the building principal shall establish at the beginning of each semester the days he/she shall use in that semester. Changes in the established schedule shall be mutually agreed upon by the agent and the building principal. The Board shall not have to pay the cost of this released time.

ARTICLE 13
INSURANCE PROTECTION

A. Each teacher may elect insurance coverage under MESSA Plans as defined below:

1. MESSA Choices Plan

Medical Insurance Plan	MESSA Choices
In Network Deductible	\$500 Individual / \$1,000 Family
Copays	\$20 office visit/\$25 urgent care/\$50 emergency room
Prescription Drug Coverage	SRX Mail
Long Term Disability Insurance Plan	60% with 90 calendar days modified fill, \$4,000 maximum monthly benefit Alcoholism/drug addiction: 2 year limitation Mental/nervous: 2 year limitation
Delta Dental Plan	80%/80%/80% Annual max: \$1,000; Ortho:80%, Lifetime max:\$1,300
Vision Care Plan	VSP 3 Plus 200CL
Negotiated Life Insurance	\$20,000 with AD&D
Basic Term Life Insurance	\$5,000

2. MESSA No Medical Plan

Long Term Disability Insurance Plan	60% with 90 calendar days modified fill \$4,000 maximum monthly benefit Alcoholism/drug addiction: 2 year limitation Mental/nervous: 2 year limitation
Delta Dental Plan	80%/80%/80% Annual max: \$1,000; Ortho:80%, Lifetime max:\$1,300
Vision Care Plan	VSP 3 Plus 200CL
Negotiated Life Insurance	\$25,000 with AD&D

3. MESSA ABC Plan 1

Medical Insurance Plan	MESSA ABC Plan 1
In Network Deductible	\$1,400 Individual / \$2,800 Family
Copays	\$0
Prescription Drug Coverage	ABC Mail
Long Term Disability Insurance Plan	60% with 90 calendar days modified fill \$4,000 maximum monthly benefit Alcoholism/drug addiction: 2 year limitation Mental/nervous: 2 year limitation
Delta Dental Plan	80%/80%/80% Annual max: \$1,000;

	Ortho:80%, Lifetime max:\$1,300
Vision Care Plan	VSP 3 Plus 200CL
Negotiated Life Insurance	\$20,000 with AD&D
Basic Term Life Insurance	\$5,000
4. <u>MESSA Essentials Plan</u>	
Medical Insurance Plan	MESSA Essentials Plan
In Network Deductible	\$375 Individual / \$750 Family
Coinsurance	20%
Copays	\$25 office visit/\$50 urgent care/\$200 emergency room
Prescription Drug Coverage	EbM
Long Term Disability Insurance Plan	60% with 90 calendar days modified fill \$4,000 maximum monthly benefit Alcoholism/drug addiction: 2 year limitation Mental/nervous: 2 year limitation
Delta Dental Plan	80%/80%/80% Annual max: \$1,000; Ortho:80%, Lifetime max:\$1,300
Vision Care Plan	VSP 3 Plus 200CL
Negotiated Life Insurance	\$20,000 with AD&D
Basic Term Life Insurance	\$5,000
5. <u>MESSA ABC Plan 1 with coinsurance</u>	
Medical Insurance Plan	MESSA ABC Plan 1
In Network Deductible	\$1,400 Individual / \$2,800 Family
Coinsurance	20%
Copays	\$0
Prescription Drug Coverage	3Tier Mail
Long Term Disability Insurance Plan	60% with 90 calendar days modified fill \$4,000 maximum monthly benefit Alcoholism/drug addiction: 2 year limitation Mental/nervous: 2 year limitation
Delta Dental Plan	80%/80%/80% Annual max: \$1,000; Ortho:80%, Lifetime max:\$1,300
Vision Care Plan	VSP 3 Plus 200CL
Negotiated Life Insurance	\$20,000 with AD&D
Basic Term Life Insurance	\$5,000

- B. The Board shall contribute toward the insurance plans, including applicable assessments, taxes, fees, and contributions to health savings account, for each individual and his/her eligible dependents, not to exceed the Public Act 152 limits in place as of January 1st for each year of this agreement. The medical benefit plan year is January 1 to December 31. The employee shall be responsible for the remaining cost of the insurance coverage selected. The amount for which the employee is responsible shall be paid by deduction from the employee's semi-monthly salary. Effective January 1, 2024, the Board shall cover the cost of the ancillary insurance plans (dental, vision, life, and long-term disability) for each individual and his/her eligible dependents. This cost shall not be included in the Public Act 152 limits and calculation of costs to be covered by the employee.
- C. In the event, the Public Act 152 limit exceeds the cost of the insurance for the plan listed in #1, #3, #4, or #5 chosen by the employee, the Board shall pay the difference to the employee (net of the employer payroll taxes) in the employee's semi-monthly paycheck.
- D. The Board shall make a monthly payment of one hundred forty-five dollars (\$145.00) through payroll for each teacher who elects not to take medical insurance.
- E. In the event of the death of an employee, the district shall maintain the above-mentioned fringe benefits for three months at no cost to the employee's family.
- F. The District will fund 67% of deductible on the first pay date in January and 33% on the first pay date in September of each year for members selecting either of the MESSA ABC Plan 1 plans. The deductible payment from the district is accrued monthly and will be pro-rated if a teacher does not fulfill their contract year.
- G. The amount for which the employee is responsible shall be recalculated and paid by deduction from the employee's semi-monthly salary in the event there is a change in insurance coverage or a change in the insurance coverage year.

ARTICLE 14
MISCELLANEOUS PROVISIONS

- A. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual teacher contracts heretofore in effect. All future individual teacher contracts shall be made expressly to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- B. An electronic version of this Agreement shall be made available to the Association within 10 days of settlement.
- C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such a provision or application shall not be deemed valid and subsisting except to the extent permitted by law that all other provisions or applications shall continue in full force and effect.
- D. The school district will allow each teacher free access to all school activities, except Dinner Theatre. A school-issued ID or driver's license will be used for identification. It is the expectation that staff will assist supervision and maintaining student order during events in exchange for free access.
- E. The Board shall invite Association leadership to meet with new bargaining unit members hired at the start of each school year when district orientation professional development is provided. When a bargaining unit member is hired during the course of the school year, the Association shall be promptly notified and provided with the new employee's home building.

ARTICLE 15
PROFESSIONAL COMPENSATION

- A. The Board will issue payment determined and scheduled by the business office within the September – August school year. Employees will be paid in 24 equal pays on the 10th and 25th of each month.
- B. Teachers newly employed after October 15, 2015, shall be given credit for previous full time classroom teaching experience based on the following: 4-9 years of experience would be given one (1) year, 10 or more would be given two (2) years. This provision shall not preclude the school district from granting full or partial credit for experience above two (2) years.
- C. Teacher involved in extra duty assignments set forth in Appendix B & C which is attached to and incorporated in this Agreement shall be compensated in accordance with the provisions of this Article and the annexed Appendices without deviation.
- D. Teachers required in the course of their work to drive personal automobiles from one school building to another shall be reimbursed for mileage driven at the Internal Revenue Service's allowable reimbursable rate per mile in effect at that time. Routes are to be approved by the Administration.
 - 1. The reimbursable mileage is that mileage traveled between schools and is not to include mileage incurred in traveling to work in the a.m. or returning home in the p.m., and travel within the district for attendance of a release-time meeting.
 - 2. Mileage incurred in travel to a central office for that teacher's conference period will be included as reimbursable mileage.
 - 3. The total reimbursable monthly mileage for each teacher covered by this paragraph will be agreed upon by the teacher, determined by the designated agent of the Association and the Superintendent's designee for the Board of Education at the end of the first four (4) weeks of school, and agreed established route will be formulated, and this will be used as a basis for that teacher's monthly mileage reimbursement for the remainder of the school year. The agreed upon mileage will be subject to adjustment pending any schedule changes.
 - 4. The same allowance shall be given for use of personal cars for field trips or other business of the district. A voucher shall be filed each month, signed by the immediate supervisor.
- E. To advance to the next step on the salary schedule the teacher must serve three (3) full trimesters. Teachers who require a leave before the end of a trimester will be given full credit for that trimester provided they serve 60% or more of the days of that trimester. Any teacher hired after the start of school, but prior to March 1 of any year, would receive his/her first step advancement at the beginning of the trimester nearest the anniversary of the hire date. All subsequent step advancements will be applied concurrently with all other teachers during the next fiscal year. Teachers hired after March 1 in any year will be treated as if hired the following school year.

- F. All Department and Grade Level Chairpersons shall be paid \$1,600.
- G. Teachers accumulating enough credit hours for movement to a higher lane on the salary schedule shall receive adjustment in pay at the beginning of the following trimester upon presentation of an official transcript mailed to the district from the educational institution. An unofficial transcript accompanied by an official letter from the institution confirming from the degree has been earned shall be accepted until the official transcript can be sent by the institution. If the official transcript is not provided to the district within three (3) months, the employee will revert back to previous salary.
- H. Building School Improvement Chairpersons shall be paid \$1,600.
- I. Bargaining Unit Members currently holding counseling positions within the district shall be entitled to two annual professional organization memberships, one national and one state, or two state memberships, when approved by the district and within district budget guidelines.
- J. A mentor teacher shall receive additional annual compensation of \$150.00. Such additional compensation shall be equally divided between the first pay of each trimester.
- K. When a substitute teacher is not available, a teacher may be used to substitute during his/her preparation time on a volunteer basis. If a volunteer cannot be secured, administration can assign a teacher to cover. The teacher shall be paid \$50 per hour for the substitute time.
- L. Any teacher who agrees to teach an additional course in place of his/her planning period shall receive a stipend of \$2,750 per trimester. This stipend will be prorated if full trimester is not taught.

ARTICLE 16
GRIEVANCE PROCEDURES

A. Definitions

1. A grievance shall be defined as an alleged violation of a written term or provision contained in this Agreement.
2. An "aggrieved person" is the person or persons making the claim.
3. The term "teacher" includes individuals or groups who are members of the bargaining unit covered by this Agreement.
4. A "party in interest" is the person or persons making a claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the claim.
5. The term "days" shall be interpreted as meaning working school days unless otherwise stipulated.

B. Purpose

The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to a claim of the aggrieved person. Both parties agree that these proceedings shall be kept confidential at each level of this procedure. Nothing contained herein shall be construed as limiting the right of any teacher with a grievance to discuss the matter informally with any appropriate member of the Administration or proceeding independently as described in Section E of these procedures.

C. Structure

1. There shall be one or more Association Representatives for each school building who shall be recognized as official representatives of the Association in grievance procedures.
2. The Association shall establish a Grievance Committee. In the event that any member of the Committee is a party in interest to any grievance, he shall disqualify himself and a substitute be named by the Association.

D. Procedure

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be regarded as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement of the Association and the Administration. In the event a grievance is filed on or after May 1, which is left unresolved until the beginning of the following school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

1. **Level One (Principal)**

A teacher or the Association with a grievance shall submit it, in writing, to the teacher's unit administrator either individually, together with an Association representative, or through an Association representative within twenty (20) days of the occurrence or knowledge of the event upon which the grievance is based.

The decision of the unit administrator shall be rendered, in writing, within five (5) days after the presentation of the grievance. If the grievance involves more than one (1) building, the grievance may be filed directly at Level Two.

2. **Level Two (Grievance Committee/Superintendent)**

If the aggrieved person is not satisfied with the disposition of the grievance at Level One or if no decision has been rendered within five (5) days after presentation of the grievance and the grievance committee decides this is a legitimate grievance, it may file an appeal with the Superintendent or the Superintendent's designee within ten (10) days of the Level One disposition. The Superintendent shall meet with the Association's designated representative to discuss the grievance. The decision of the Superintendent shall be made in writing within ten (10) days from the receipt of the appeal.

3. **Level Three (Board)**

In the event the Association is not satisfied with the disposition of the grievance at Level Two, or, if no decision has been rendered within ten (10) days after presentation of the grievance to the Superintendent, it may file an appeal with the Secretary of the Board within ten (10) days of the Level Two disposition. This appeal shall be in writing and shall be accompanied by a copy of the appeal and decision at Level Two. No later than at the next regular meeting of the school board after a five (5) day period following receipt of the appeal, the Board shall hold a hearing on the grievance for the purpose of arriving at a decision upon the grievance.

Within ten (10) days after the hearing on the appeal, the Board shall communicate its decision, in writing, to the Principal, the Superintendent, the Association, Counsel for the Association, and to the aggrieved, if any.

4. **Level Four (Arbitrator)**

In the event the Association is not satisfied with the disposition of the grievance at Level Three, or if no disposition has been rendered within the time lines for decision at Level Three, the grievance may be submitted to arbitration by filing a demand for arbitration with the American Arbitration Association within twenty (20) days of the disposition by the Board. The rules and procedures of the American Arbitration Association shall govern the selection of the arbitrator and the arbitration hearing. Both the Board of Education and the Association agree to be bound by the award of the arbitrator.

E. **Rights to Representation**

No teacher may be represented by any teacher organization other than the Association in any procedure initiated pursuant to this Agreement.

F. **Miscellaneous**

1. A grievance may be withdrawn at any level without prejudice or record. However, if, in the judgment of the Grievance Committee, the grievance affects a group of teachers, the Grievance Committee may process the grievance at the appropriate level.
2. Copies of all written decisions of grievance shall be sent to all parties and the Association.

3. No reprisals of any kind shall be taken by or against any party of interest or any participant in the grievance procedure by reason of such participations
 4. All documents, communications, or records dealing with a grievance shall be filed separately from the personnel files to the participants.
 5. Forms for filing and processing grievances shall be designed by the Grievance Committee, and shall be given appropriate distribution so as to facilitate the operation of the grievance problem.
 6. Access shall be made available to records of all unprivileged information necessary to the determination and processing of the grievance.
- G. It shall be the function of the arbitrator, after due investigation, to make a decision in writing and to set forth his findings of fact, reasoning, and conclusions on the issue(s) submitted. The arbitrator's decision shall be rendered not later than twenty (20) days from the date of the closing of the hearings or if oral hearings have been waived, then from the date final statements and proof are submitted to him, and shall be final and binding upon the Association, its members, all employees covered by this Agreement, and the District.
- H. The arbitrator shall have no power to alter, modify, add to, or subtract from the provisions of this Agreement. His authority shall be limited to deciding whether a specific article and section of this Agreement has been violated and shall be subject to, in all cases, the rights, responsibilities and authority of the parties under the Michigan General School Laws or any other national, state, county, district, or local laws. The arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under law and this Agreement.
- I. In the event a case is appealed to an arbitrator on which he has no power to rule, it shall be referred back to the parties without decision or recommendation on its merit.
- J. There shall be no appeal from an arbitrator's decision if it is within the scope of this authority as set forth above. It shall be binding on the Association, its members, the employee or employees involved, and the Board.
- The fees and expenses of the arbitration shall be assessed to the parties as follows:
1. If the grievance is sustained and the remedy sought by the Association is awarded in full the Board shall pay the fees and expenses in full.
 2. If the grievance is denied in full the Association shall pay the fees and expenses in full.
 3. If the grievance is neither sustained in full nor denied in full the fees and expenses of the arbitrator shall be shared on a percentage basis as determined by the arbitrator.
- K. The following matters shall not be the basis of any grievances filed under the procedure outlined in this Article:
1. The termination of services of or failure to re-employ any probationary teacher.
 2. Any matter subject to the procedures specified in the Teacher's Tenure Act (Act 4 of Public Acts, Extra Session, of 1937 Michigan, as amended).

ARTICLE 17
SEVERANCE AND EARLY RETIREMENT PAYMENTS

- A. Each teacher who has worked for the St. Johns Public Schools for at least ten (10) years and who meets the eligibility requirements for retirement of the Michigan Public School Employee Retirement System shall receive a severance benefit as follows:

If the eligible teacher provides notice of severance by April 1 prior to the end of the school year of severance and submits his/her resignation to the Superintendent, to be effective at the conclusion of that school year, he/she shall be paid for all accumulated leave days at the time of separation:

Days (for employees hired on or after July 1, 2015)

up to 90 days \$35/day

Days (for employees hired prior to July 1, 2015)

Up to 100 days \$32/day

101-200 \$37/day

over 201 \$47/day to a maximum of 250 days*

**Teachers over 250 days as of September 1, 2015 capped at their current number of days as of September 1, 2015*

Eligible teachers who do not meet the time lines and criteria specified herein for payment according to the schedule shall **not** receive payment for accumulated leave days as provided above, unless prevented from complying with this provision by death or disability. Disability must be verified by a Board appointed physician. In the event of death of the teacher, payment shall be made to the teacher's designated beneficiary.

- B. A teacher eligible for retirement under the Michigan Public School Employees Retirement System may make application for a severance payment according to the terms and conditions hereafter set forth:
1. No later than April 1 of the school year of retirement, the teacher must make application for the purpose of retirement, which will be effective at the conclusion of that school year. Within three (3) working days following receipt of the approved application, the teacher must submit the resignation to the Superintendent for the purpose of retirement to be effective at the conclusion of the school year.

2. A teacher who is forced to retire due to disability at a time subsequent to April 1 of the school year of retirement, may make application and receive severance payment provided he/she is otherwise eligible and submits a resignation for the purpose of retirement due to the disability.
3. Upon meeting the conditions above, a teacher shall receive a one-time payment of \$200 per year of service to a maximum of \$5,000 The amount will be distributed via payroll for individuals younger than age 55 at retirement. All other individuals' payment will be deposited into their annuity account established with the vendor under the district severance 403(b) plan.

ARTICLE 18
DURATION

- A. This Agreement shall become effective on August 1, 2023 and shall continue in effect through July 31, 2025. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
- B. A reasonable time prior to expiration of this Agreement, upon request of either party, negotiations will be undertaken for a successor Agreement.
- C. An Emergency Manager appointed by law may reject, modify, or terminate this Agreement as provided by law.

Date Ratified: July 17, 2023

Josh Heethuis, President
St. Johns Education Association

Dr. Tim Jackson, President
Board of Education
St. Johns Public Schools

Megan Dreffs, Negotiation Chair
St. Johns Education Association

Matthew Boak, Secretary
Board of Education
St. Johns Public Schools

Tammy VanNorman, Negotiation Chair
St. Johns Education Association

APPENDIX A
SALARY SCHEDULE 2023-2024

STEP	BA SALARY	BA+20 SALARY	MA SALARY	MA+15 SALARY	MA+30 SALARY
1	\$43,107	\$46,503	\$47,019	\$49,453	\$51,886
2	\$44,645	\$48,071	\$48,817	\$51,251	\$53,684
3	\$46,183	\$49,639	\$50,615	\$53,049	\$55,482
4	\$47,721	\$51,207	\$52,413	\$54,847	\$57,280
5	\$49,259	\$52,775	\$54,211	\$56,645	\$59,078
6	\$50,797	\$54,343	\$56,009	\$58,443	\$60,876
7	\$52,335	\$55,911	\$57,807	\$60,241	\$62,674
8	\$53,873	\$57,479	\$59,605	\$62,039	\$64,472
9	\$55,411	\$59,047	\$61,403	\$63,837	\$66,270
10	\$56,949	\$60,615	\$63,201	\$65,635	\$68,068
11	\$58,487	\$62,183	\$64,999	\$67,433	\$69,866
12	\$60,025	\$63,751	\$66,797	\$69,231	\$71,664
13	\$61,563	\$65,319	\$68,595	\$71,029	\$73,462
14	\$63,101	\$66,887	\$70,393	\$72,827	\$75,260
15	\$64,639	\$68,455	\$72,191	\$74,625	\$77,058

Longevity – Years of Service completed

<u>15-16</u>	<u>17-18</u>	<u>19-20</u>	<u>21-22</u>	<u>23-24</u>	<u>25-26</u>	<u>27-28</u>	<u>29+</u>
\$675	\$1,350	\$2,025	\$2,700	\$3,375	\$4,050	\$4,725	\$5,400

APPENDIX A
SALARY SCHEDULE 2024-2025

STEP	BA SALARY	BA+20 SALARY	MA SALARY	MA+15 SALARY	MA+30 SALARY
1	\$45,607	\$49,200	\$49,746	\$52,321	\$54,895
2	\$47,234	\$50,859	\$51,648	\$54,223	\$56,797
3	\$48,861	\$52,518	\$53,550	\$56,125	\$58,699
4	\$50,488	\$54,177	\$55,452	\$58,027	\$60,601
5	\$52,115	\$55,836	\$57,354	\$59,929	\$62,503
6	\$53,742	\$57,495	\$59,256	\$61,831	\$64,405
7	\$55,369	\$59,154	\$61,158	\$63,733	\$66,307
8	\$56,996	\$60,813	\$63,060	\$65,635	\$68,209
9	\$58,623	\$62,472	\$64,962	\$67,537	\$70,111
10	\$60,250	\$64,131	\$66,864	\$69,439	\$72,013
11	\$61,877	\$65,790	\$68,766	\$71,341	\$73,915
12	\$63,504	\$67,449	\$70,668	\$73,243	\$75,817
13	\$65,131	\$69,108	\$72,570	\$75,145	\$77,719
14	\$66,758	\$70,767	\$74,472	\$77,047	\$79,621
15	\$68,385	\$72,426	\$76,374	\$78,949	\$81,523

Longevity – Years of Service completed

<u>15-16</u>	<u>17-18</u>	<u>19-20</u>	<u>21-22</u>	<u>23-24</u>	<u>25-26</u>	<u>27-28</u>	<u>29+</u>
\$675	\$1,350	\$2,025	\$2,700	\$3,375	\$4,050	\$4,725	\$5,400

APPENDIX A
SALARY SCHEDULE

1. Information related to the preceding salary schedule:

- a. BA+20 - the indicated hours of credit must be of graduate level from a recognized college or university granting advanced degrees and must be in addition to those credits required for the BA Degree and the Provisional Certificate. Credits must be from a course receiving a letter grade. Any course not taken for a letter grade must have prior written approval from the superintendent.
- b. Those persons having 40 semester hours of graduate credit, beyond a provisional teaching certificate, in their teaching field, shall be placed on the MA salary schedule.
- c. MA+15 requires 15 semester hours of graduate credit beyond the MA degree, provided the hours are in the person's teaching or related field.

While graduate credit is typically required to advance to MA+15, undergraduate semester credit hours may be applied toward the fifteen (15) semester hours of graduate credit beyond the MA, provided approval has been obtained from the Superintendent prior to taking the courses.

- d. MA+30 requires possessor of 30 semester hours or 45 term hours of graduate credit beyond the MA degree, provided the hours are in the person's teaching or related field.
- e. Those teachers who have completed fifteen (15) years of service with St. Johns Public Schools will be paid a longevity payment as noted in the salary schedule. Any teacher hired after the start of the school, but prior to March 1 of any year, would receive his/her first prorated longevity payment at the beginning of the trimester nearest the anniversary of the hire date. All subsequent step advancements will be applied concurrently with all other teachers during the next fiscal year. Teachers hired after March 1 in any year will be treated as if hired the following school year.
- f. It is understood that term hours are equated at two-thirds (2/3) of the value of semester hours.
- g. Summer School instructors shall be paid at \$30 per hour.
- h. Preschool teachers hired after July 1, 2015 shall be paid at 85% of the BA schedule up to step 10. These teachers will not be eligible for longevity or lane advancement. Preschool teachers hired prior to July 1, 2015 may be transferred to open positions for which they are certified and qualified for as positions become available. In lieu of a transfer, the teacher shall be given the option to stay in Preschool at the 85% BA schedule rate.
- i. Any vocationally certified teacher holding a BA Degree and a valid teaching certificate who works in the summer at a job which will add expertise to their present teaching field will be granted one semester of graduate credit on the salary schedule for every 80 hours of work performed, not to exceed a total of 12 semester hours.

The application for such credit must be approved by the employer, teacher, Principal and the Superintendent.

- j. Middle School and High School counselors may be granted 10 additional days for master schedule coordination and will be paid a stipend of \$2,000 for additional leadership responsibilities determined jointly by the counselor and building principal. The \$2,000 leadership stipend is eliminated for counselors hired after June 30, 2019.
- k. Elementary coaches will be granted up to 5 days for additional professional development work as assigned and approved by the Curriculum Director.

APPENDIX B

Appendix B will be calculated at the following rates off the salary schedule listed in Appendix B.4. For employees hired from the beginning of 2015-2016, step advancement is limited to BA Step 7.

HIGH SCHOOL --

Boys Head Varsity

A.	Football	14.0%
B.	Basketball	13.0%
C.	Wrestling	11.0%
D.	Swimming	10.0%
E.	Baseball	10.0%
F.	Track	10.0%
G.	Cross Country	7.5%
H.	Tennis	9.0%
I.	Golf	9.0%
J.	Soccer	10.0%

Boys Head J.V. - Head 9th Grade

A.	J.V. Football	8.0%
B.	J.V. Basketball	9.0%
C.	9th Grade Football	8.0%
D.	9th Grade Basketball	8.0%
E.	J.V. Baseball	6.0%
F.	9th Grade Baseball	6.0%
G.	J.V. Soccer	6.0%
H.	J.V. Golf	6.0%
I.	J.V. Tennis	6.0%

Boys Assistants

A.	Varsity Football – 2 positions	8.0%
B.	J.V. Football – 2 positions	8.0%
C.	Freshman Football – 2 positions	8.0%
D.	Swimming	8.0%
E.	Track – 1 position	6.0%
F.	Wrestling	8.0%

Girls Head Varsity

A.	Tennis	9.0%
B.	Basketball	13.0%
C.	Swimming	10.0%
D.	Volleyball	11.0%
E.	Track	10.0%
F.	Softball	10.0%
G.	Gymnastics	9.0%
H.	Soccer	10.0%
I.	Cross Country	7.5%
J.	Sideline Cheer	6.0%
K.	Competitive Cheer	8.0%
L.	Golf	9.0%
M.	Dance	6.0%

Girls Head J.V. – Head 9th Grade

A.	J.V. Basketball	9.0%
B.	9 th Basketball	8.0%
C.	J.V. Volleyball	9.0%
D.	J.V. Tennis	6.0%
E.	J.V. Softball	6.0%
F.	J.V. Soccer	6.0%
G.	9 th Grade Volleyball	8.0%
H.	J.V. Sideline Cheer	4.0%
I.	J.V. Competitive Cheer	6.0%
J.	J.V. Golf	6.0%

Girls Assistants

A.	Swimming	8.0%
C.	Track	6.0%
D.	J.V. Softball	\$500

MIDDLE SCHOOL --

Middle School 8th Grade:

A.	Head Coach Football (Maximum of 2 coaches) – 6%
B.	Assistant Football Coach - \$500
C.	Head Coach Girls Basketball Coach – 6%
D.	Assistant Girls Basketball Coach – \$500
E.	Head Coach Girls Volleyball – 6%
F.	Assistant Girls Volleyball Coach - \$500
G.	Head Coach Boys Basketball – 6%
H.	Assistant Boys Basketball Coach - \$500

Middle School 7 & 8th Grade:

A.	Head Coach Wrestling – 6%
B.	8 th Grade Assistant Wrestling Coach - \$500
C.	7 th Grade Assistant Wrestling Coach - \$500
D.	Head Coach Boys Track – 6%
E.	Assistant Boys Track Coach - \$500
F.	Head Coach Girls Track – 6%
G.	Assistant Girls Track Coach - \$500
H.	Head Coach Boys Cross Country – 4.5%
I.	Head Coach Girls Cross Country – 4.5%
J.	Assistant Boys and Girls Cross Country - \$500

Middle School 7th Grade:

A.	Head Coach Girls Basketball – 6%
B.	Assistant Girls Basketball Coach - \$500
C.	Head Coach Boys Basketball – 6%
D.	Assistant Boys Basketball Coach - \$500
E.	Head Coach Girls Volleyball – 6%
F.	Assistant Girls Volleyball Coach - \$500
G.	Head Coach Football – 6%
H.	Assistant Football Coach - \$500

2. THE FOLLOWING APPLIES TO APPENDIX B:

- a. The Board at its discretion shall determine the extracurricular program for the school district. The Board may implement a full, increased or reduced program or activity and may eliminate or increase all or part of the extracurricular programs or any activity, including the personnel involved. Such decision by the Board is not subject to the grievance procedure. The activities, personnel and salaries designated in Appendix B are contingent upon the implementation by the Board of a full program in the activity specified. Should the Board choose to implement or continue more or less than a full program or activity, the personnel retained shall be paid a proportionate amount of the salary so designated for performing the full activity based upon the proportionate increased or reduction in the number of weeks or scheduled events of the activity. The reapportioned salary shall be made known prior to the assumption of the duties of the activity.
- b. Any person outside the Association under Appendix B of this contract shall be compensated for said services as determined by the Board.

3. During 2023-2024, a committee will be formed to establish position responsibilities and expectations for listed positions.

4. Salary Schedule:

Step	Salary	Step	Salary
1	\$37,953	7	\$47,335
2	\$39,376	8	\$49,110
3	\$40,852	9	\$50,951
4	\$42,385	10	\$52,861
5	\$43,975	11	\$54,845
6	\$45,625	12	\$57,607

APPENDIX C

Appendix C will be calculated at the following rates off the salary schedule listed in Appendix C.4. For employees hired from the beginning of 2015-2016, step advancement is limited to BA Step 7.

1.	OTHER ACTIVITIES:	
	Dramatics -	
	A. Head Director - per play	8.0%
	B. Assistant - per play	6.0%
	Musical	
	A. Head Director	8.0%
	B. Assistant (Orchestra)	5.0%
	C. Assistant (Vocal)	5.0%
	D. Assistant (Director)	5.0%
	E. Ass't. Costume & Properties	3.0%
	F. Rehearsal Accompanist	2.0%
	Middle School Musical	
	A. Head Director	6.0%
	B. Assistant Director	4.0%
	C. Assistant Director	4.0%
	Stage Manager	3.0%
	High School Band Director (includes band camp)	16.0%
	Orchestra Director	7.0%
	Assistant Orchestra Director	3.0%
	Vocal Music Director	
	A. High School	6.0%
	B. Middle School	3.0%
	C. Elementary (Per Staff FTE)	2.0%
	Junior High Band Director	7.0%
	High School Yearbook	5.0%
	Middle School Yearbook	1.0%
	B.P.A.	4.0%
	Renaissance	
	A. High School	4.0%
	B. Middle School	2.0%
	High School Honor Society	2.0%
	Quiz Bowl	3.0%
	Science Olympiad	3.0%
	Student Council	
	A. High School	8.0%
	B. Middle School	4.0%

2. THE FOLLOWING APPLIES TO APPENDIX C

- a. The Board at its discretion shall determine the extracurricular program for the school district. The Board may implement a full, increased or reduced program or activity and may eliminate or increase all or part of the extracurricular programs or any activity, including the personnel involved. Such decision by the Board is not subject to the grievance procedure. The activities, personnel and salaries designated in Appendix C are contingent upon the implementation by the Board of a full program in the activity specified. Should the Board choose to implement or continue more or less than a full program or activity, the personnel retained shall be paid a proportionate amount of the salary so designated for performing the full activity based upon the proportionate increased or reduction in the number of weeks or scheduled events of the activity. The reapportioned salary shall be made known prior to the assumption of the duties of the activity.
 - b. Any person outside the Association under Appendix C of this contract shall be compensated for said services as determined by the Board.
3. During 2023-2024, a committee will be formed to establish position responsibilities and expectations for listed positions.
4. Salary Schedule:

Step	Salary	Step	Salary
1	\$37,953	7	\$47,335
2	\$39,376	8	\$49,110
3	\$40,852	9	\$50,951
4	\$42,385	10	\$52,861
5	\$43,975	11	\$54,845
6	\$45,625	12	\$57,607

**APPENDIX D
ST. JOHNS PUBLIC SCHOOLS
GRIEVANCE FORM**

LEVEL ONE - PRINCIPAL

GRIEVANT(S) NAME _____

BUILDING _____

DATE FILED _____

DATE GRIEVANCE WAS DISCUSSED BY THE TEACHER WITH PRINCIPAL _____

STATEMENT OF GRIEVANCE _____

CONTRACT ARTICLES ALLEGED TO HAVE BEEN VIOLATED _____

DATE OF VIOLATION _____

REMEDY REQUESTED _____

DATE RECEIVED BY PRINCIPAL _____

PRINCIPAL'S RESPONSE _____

DATE RETURNED TO GRIEVANT _____

LEVEL TWO - SUPERINTENDENT

DATE RECEIVED BY GRIEVANCE COMMITTEE _____

DATE PRESENTED TO SUPERINTENDENT (OR DESIGNATED REP.) _____

DATE RECEIVED BY SUPERINTENDENT (OR DESIGNATED RED.) _____

SUPERINTENDENT'S RESPONSE _____

DATE RETURNED TO GRIEVANCE COMMITTEE _____

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LEVEL THREE - BOARD

DATE RECEIVED BY GRIEVANCE COMMITTEE _____

DATE PRESENTED TO THE BOARD (OR DESIGNATED REP.) _____

DATE MEETING HELD BETWEEN BOARD AND GRIEVANCE COMMITTEE _____

BOARD'S RESPONSE _____

DATE RETURNED TO GRIEVANCE COMMITTEE _____

=====

LEVEL FOUR - ARBITRATION

DATE RECEIVED BY ASSOCIATION _____

DATE APPEALED TO ARBITRATION _____

DATE ARBITRATION HEARING HELD _____

(NOTE)

(ATTACHED COPY OF ARBITRATION AWARD TO GRIEVANCE FOR FILING.)