

A decorative border of pencils surrounds the text. The pencils are arranged in a rectangular frame, with each pencil pointing towards the center of the page. The pencils are drawn in a simple, line-art style with shading to indicate depth.

**GOGEBIC COUNTY**

**COMMUNITY SCHOOLS**

**EDUCATION ASSOCIATION**

**2020-2022**

**MASTER AGREEMENT**

**GOGEBIC COUNTY COMMUNITY SCHOOLS EDUCATION ASSOCIATION**

**WUPEA-MEA/NEA**

**2020-2022 MASTER AGREEMENT**

	PAGE
ARTICLE I - RECOGNITION .....	1
ARTICLE II - FINANCIAL RESPONSIBILITY.....	3
ARTICLE III - EXTENT OF AGREEMENT .....	4
ARTICLE IV - NEGOTIATION PROCEDURES.....	5
ARTICLE V - GRIEVANCE PROCEDURE.....	6
ARTICLE VI - EMPLOYER RIGHTS .....	8
ARTICLE VII - TEACHER RIGHTS.....	10
ARTICLE VIII - PROTECTION OF TEACHERS .....	11
ARTICLE IX - TEACHER CLASSIFICATION.....	12
ARTICLE X - ASSIGNED TEACHING HOURS AND DUTIES .....	14
ARTICLE XI - PROFESSIONAL COMPENSATION.....	16
ARTICLE XII - SENIORITY.....	17
ARTICLE XIII - CONTINUING EMPLOYMENT.....	18
ARTICLE XIV - EVALUATION PROCEDURE.....	19
ARTICLE XV - VACANCIES, TRANSFERS, AND PROFESSIONAL QUALIFICATIONS .....	20
ARTICLE XVI - REDUCTION OF STAFF .....	21
ARTICLE XVII - SICK LEAVE PAY.....	22
ARTICLE XVIII - LEAVES OF ABSENCE .....	24
ARTICLE XIX - SABBATICAL LEAVE .....	28
ARTICLE XX - PROFESSIONAL IMPROVEMENT.....	29
ARTICLE XXI - MISCELLANEOUS PROVISIONS .....	30
ARTICLE XXII - MENTOR TEACHERS.....	32
ARTICLE XXIII – DURATION OF AGREEMENT .....	33
APPENDIX A - SALARY SCHEDULE & FRINGE BENEFITS.....	34
APPENDIX B – RULES AND REGULATIONS FOR SICK LEAVE BANK.....	36
APPENDIX C – AGREEMENT OF PARTICIPATION IN THE SICK LEAVE BANK.....	38
GRIEVANCE REPORT FORM.....	39
LETTER OF AGREEMENT.....	42

**ARTICLE I**  
**RECOGNITION**

- A. The Ironwood Area Schools Board of Education, the fiscal agent for the Gogebic County Community Schools, a consortium, hereinafter *Employer* or *District*, hereby recognizes the Gogebic County Community Schools Education Association, affiliated with the Western Upper Peninsula Education Association, MEA/NEA, hereinafter the *Association*, as the sole and exclusive bargaining representative for the purposes of and as defined in the Public Employment Relations Act as amended (PERA).

The term *teacher* or *employee*, when used hereinafter in this Agreement, shall refer to all individuals represented by the Association in the bargaining unit.

- B. The bargaining unit shall be defined as follows, according to the Certification of Representation by the Michigan Employment Relations Commission, Case Number R88 C-121, dated August 3, 1988:

***ALL FULL-TIME AND REGULARLY SCHEDULED PART-TIME PRESCHOOL,  
ADULT BASIC EDUCATION, ADULT HIGH SCHOOL COMPLETION  
TEACHERS, EVEN START COORDINATOR, IFSS COORDINATOR, FEDP  
FACILITATOR, AND RESEARCH FACILITATOR.***

*Excluded: All K-12 professional personnel which includes classroom teachers, guidance counselors, librarians, speech and hearing therapists and school nurses; all enrichment teachers; all executives, administrators and supervisory personnel which includes the community schools director, assistant director and coordinators; all substitutes, non-teaching or other employees.*

The above description covers all adult basic education, high school completion teachers, and alternative education teachers when teaching a class with regularly scheduled class sessions for a designated period of time. Also included are the teachers in the preschool program assigned to instruct on a regularly scheduled basis for a designated period of time. As indicated in the exclusion, substitutes are not included in the bargaining unit. Learning lab positions are incorporated under the reference to adult basic education and adult high school completion teachers. Also, teachers who work in the K-12 program and also teach courses in adult basic education and adult high school completion are included in the bargaining unit in their capacity as adult basic education and adult high school completion teachers. The reference to all K-12 professional personnel under the exclusion is for the purpose of distinguishing the adult basic education, high school completion teachers, and alternative education teachers as a separate unit from the K-12 teaching unit.

Adult enrichment teachers are excluded from the bargaining unit, being community services which are funded and supported solely from fees by community members. These are more casual and incidental services which can be distinguished from the basic education and high school completion program receiving state aid funding.

Additionally, coordinators are excluded as supervisors to assist the Community School Director in administering the collective bargaining agreement and performing other supervisory functions. The parties agree that not more than two (2) coordinators will be assigned to instructional duties in adult basic education and/or adult high school completion and no more than eight (8) courses are to be assigned to those two (2) coordinators at any time in any combination.

- C. The employer recognizes that Association representation will include any newly created teaching position unless the Association and the employer agree that such position is supervisory or the Michigan Employment Relations Commission so determines.
- D. The duties of any bargaining unit member or the responsibilities of any position in the bargaining unit shall not be transferred to persons not covered by this Agreement without the prior written agreement of the Association. This does not include the two supervisory positions wherein eight (8) classes can be assigned and transferred without agreement of the Association.

**ARTICLE II**  
**FINANCIAL RESPONSIBILITY**

An employee shall not be required as a condition of obtaining or continuing employment to do any of the following:

- a. Refrain or resign from membership in, voluntary affiliation with, or voluntary financial support of a labor organization or bargaining representative.
- b. Become or remain a member in the GCCSEA.
- c. Pay any dues, fees, assessments, or other charges or expenses of any kind or amount, or provide anything of value to the GCCSEA, MEA, or NEA.
- d. Pay to any charitable organization or third party any amount that is in lieu of, equivalent to, or any portion of dues, fees, or assessments. Or other charges or expenses required of members of or public employees represented by a labor organization or bargaining representative.

**ARTICLE III**  
**EXTENT OF AGREEMENT**

A. This Agreement constitutes the sole and entire existing Agreement between the parties concerning wages, hours, and terms and conditions of employment and shall remain in effect until changed by written, mutual consent. Any previously established practice, policy, rule or regulation shall be superseded and replaced by this Agreement. This Agreement is subject to amendment, alteration or additions only by written agreement between the Employer and the Association. The waiver of any terms or conditions of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions unless agreed to by both parties.

**B. Separability:**

If any specific provision of this Agreement or any specific application of this Agreement to any employee or group of employees shall be found contrary to law, then such specific provision or specific application shall be deemed null and void but all other provisions or applications shall continue in full force and effect. The Employer and the Association shall agree to negotiate new contract language (if possible) concerning the provision(s) of this Agreement that have been determined to be invalid.

**C. Continuity of Operations:**

During the life of this Agreement, the Association, its agents, or employees shall not authorize, promote or engage in nor condone any strike, work stoppage or job action of any kind.

**D. Emergency Funding Clause:**

Should there be a change in the method of state aid funding and/or the amount of state aid revenue received by the Employer or the withdrawal of any member school district from the consortium, the Employer reserves the right to discontinue the operation of the program and terminate the Agreement. If the program is to continue in modified form, the Employer agrees to negotiate such modifications with the Association. It is the intent of both parties to minimize the impact of such changes to each party, thereby causing the least amount of disruption to the students, employees, and the District.

**ARTICLE IV**  
**NEGOTIATION PROCEDURES**

- A. The Employer agrees not to negotiate with any competing labor organization or with individual employees other than those designated as the Association representatives.
- B. **Successor Negotiations:**

At any time within ninety (90) days prior to the termination date of this Agreement, either party may serve written notice to the other of its desire to begin negotiations upon a successor collective bargaining agreement, and negotiations shall begin within thirty (30) days from the receipt of the notice.
- C. The Employer agrees to furnish such financial or other documentation which is relevant to the bargaining process. The Association shall reimburse the Employer for reasonable duplicating expenses incurred for furnishing such information.
- D. The agreement shall be prepared by the MEA Uniserv Office, duplicated by the Employer, and distributed to all bargaining unit members no later than thirty (30) days after ratification by both parties.
- E. The Employer shall provide to new bargaining unit members a copy of this agreement at the time that the Employer offers employment to the new employee.
- F. Both parties agree to negotiate over any necessary changes in working conditions for the 2020-2021 school year that impact the current collective bargaining agreement and past practices, and are directly related to the impact of COVID-19 on the working conditions, including but not limited to changes in delivery of service, personal protection equipment, and safe working conditions.

**ARTICLE V**  
**GRIEVANCE PROCEDURE**

- A. **Grievance Committee:** The committee shall investigate and present grievances to the Employer at a mutually convenient time. If so urgent, preparation time can be used for the meeting if it cannot be done during off-hours.
- B. A claim by an Association member, 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. If an Association member seeks recourse other than the grievance procedure herein, that individual loses his/her right to process the claim as a grievance.
- C. In the event that an Association member believes there is a basis for a grievance, the Association shall first discuss the alleged grievance with his/her coordinator or designee, either personally or accompanied by his/her Association representative. The grievance shall be filed within ten (10) working days of the alleged violation, misinterpretation, or misapplication, or within ten (10) working days of the discovery of the facts thereof.
- D. If, as a result of the informal discussion with the coordinator, a grievance still exists, the Association member may invoke the formal grievance procedure through the Association. A copy of the grievance shall be delivered to the Community Schools Director within five (5) working days of the informal discussion.
- E. Within five (5) working days of receipt of the grievance, the Community Schools Director or designee shall meet with the Association in an effort to resolve the grievance. The Community Schools Director shall indicate, in writing, his/her disposition of the grievance within five (5) working days of such meeting, and shall furnish a copy thereof to the Association.
- F. If the Association is not satisfied with the disposition of the grievance or if no disposition has been made within five (5) working days of such meeting, or ten (10) working days from date of filing, the grievance shall be transmitted to the Superintendent or his/her designee within five (5) days of the receipt of the response by the Community Schools Director. Within five (5) working days the Superintendent, or his/her designee, shall meet with the Association and the grievant and shall indicate in writing, his/her disposition within five (5) working days of such meeting, and shall furnish a copy thereof to the Association.
- G. If the Association is not satisfied with the disposition of the grievance, or if no disposition has been made within five (5) working days of such meeting, or twenty (20) working days from date of filing, the grievance shall be transmitted to the Board Committee within five (5) days of the receipt of the response by the Superintendent. Within ten (10) workdays, the Board shall hold a hearing on the grievance and shall indicate, in writing, its disposition within five (5) working days of such hearing, and shall furnish a copy thereof to the Association.



- H. If the Association is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period provided above, the grievance may be submitted to arbitration. The decision to submit the disagreement to arbitration must be made within thirty (30) calendar days of the date of Board decision. If the parties cannot agree as to the arbitrator, within five (5) working days from the notification that the arbitration will be pursued, he/she shall be selected by the American Arbitration Association in accordance with its rules which shall likewise govern the arbitration proceeding. The arbitrator shall have no power to alter, add to, or subtract from the terms of the 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, provided the decision of the arbitrator is within his/her scope of authority.
- I. The fees and expenses of the arbitrator shall be shared equally by the parties.
- J. The time limits provided in this article shall be strictly observed but may be extended by written agreement of the parties.
- K. Notwithstanding the expiration of this agreement, any claim, or grievance arising thereunder, may be processed through the grievance procedure until resolution.
- L. For the purpose of assisting an Association member, or the Association, in the prosecution or defense of any contractual, administrative, or legal proceeding, including, but not limited to, grievances, the Board shall permit an Association member and/or Association representative access to, and the right to inspect and acquire copies of, his/her personnel file and any other files or records of the Board which pertain to the bargaining unit member or any issue in the proceeding in question. Confidential letters of reference secured from sources outside the school system shall be excluded.
- M. A bargaining unit member, who must be involved in the grievance procedure during the workday, shall be excused with pay for that purpose.
- N. **Miscellaneous:**
1. During the pendency of any proceedings and until a final determination has been reached, all proceedings shall be kept confidential (if consistent with the Open Meetings Act) between the parties directly involved and any preliminary disposition will not be made public without the agreement of all parties.
  2. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
  3. Forms for filing grievances, serving notices, taking appeals, making appeals, making reports and recommendations, and other necessary documents shall be given appropriate distribution by the Superintendent so as to facilitate operation of the procedure set forth herein. A copy of the grievance form shall also be attached to the Master Agreement.

**ARTICLE VI**  
**EMPLOYER RIGHTS**

- A. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Employer, except those which are clearly and expressly relinquished herein by the Employer, shall continue to vest exclusively in and be exercised by the Employer without prior negotiations with the Association either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include by way of illustration and not by way of limitation the right to:
1. Manage and control the school's business, the equipment, the operation and to direct the working forces and affairs of the Employer.
  2. Continue its rights of assignment and direction of work of all of its personnel, determine the number of shifts and hours of work and starting times and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement and the right to establish, modify or change any work or business hours or days.
  3. The right to direct the working forces, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or extra duties to employees (if above the employee's classification, such assignment will be temporary and of a short duration), determine the size of the work force.
  4. Determine the services, supplies, and equipment necessary to continue its operations and to determine the methods, schedules and standards of operation, the means, methods, and processes of carrying on the work, including automation thereof or changes therein, the institution of new and/or improved methods or changes therein.
  5. Adopt reasonable rules and regulations.
  6. Determine the qualifications of employees.
  7. Determine the number and location or relocations of its programs including the establishment or relocations of new departments, divisions, or subdivisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, building or other facilities.
  8. Determine the placement of operations, production, service, maintenance or distribution of work, and the source of materials and supplies.
  9. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
  10. Determine the size of the management organizations, its function, authority, amount of supervision and table of organization providing that the Employer shall not abridge any rights from employees as specifically provided for in this Agreement.

- 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 express terms of this agreement and then only to the extent such specific and express terms thereof 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. The express inclusion of an affirmative statement or delineation of any specific rights of the Employer anywhere in this Agreement shall not by implication exclude or diminish those remaining rights and powers of the Employer not so mentioned and hereby retained by the Employer.

**ARTICLE VII**  
**TEACHER RIGHTS**

- A. Pursuant to the Michigan Public Employment Relations Act, as amended, MCLA 423.201 et seq.; MSA 17.455(1) et seq., (PERA), the Employer hereby agrees that every bargaining unit member shall have the right to freely organize, join, and support the Association and to engage in lawful concerted activities for the purposes of collective bargaining or negotiations and other lawful concerted activities for mutual aid and protection. As a duly-elected body, exercising governmental power under color of law of the State of Michigan, the Employer undertakes and agrees that it will not directly, or indirectly, discourage or deprive or coerce any bargaining unit member in the enjoyment of any rights conferred by PERA or other laws of Michigan, or the United States of America, or the Constitutions of Michigan and the United States of America; that it will not discriminate against any bargaining unit member with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the Association; his/her participation in any activities of the Association or collective negotiations with the Employer, his/her institution of any grievance, complaint, or proceeding under this Agreement, or otherwise with respect to any terms or conditions of employment. No bargaining unit member shall be prevented from wearing insignia, pins, or other identification of membership in the Association at any time by the Employer.
- B. The bargaining unit members shall be entitled to full rights of citizenship and no religious or political activities of any bargaining unit member or lack thereof shall be ground for any discipline or discrimination with respect to the employment of such bargaining unit member. The private and personal life of any bargaining unit member is not within the appropriate concern or attention of the Employer.
- C. The Employer agrees that it will in no way discriminate against or between bargaining unit members covered by this Agreement because of their race, creed, religion, color, national origin or ancestry, age, sex, marital status, physical characteristics or handicap, or place of residence.
- D. Teachers and their representative shall have the right, with prior approval, to use school buildings at reasonable hours for Association business and meetings as long as it does not interfere with the educational process and does not generate additional cost to the district.
- E. Teacher association representatives shall have the right to put notices of Association activities and matters of Association concern on the Community Schools bulletin boards.
- F. The Employer agrees to make available financial and other information of the consortium that is public information so that the Association can properly prepare for negotiations and for grieving.
- G. A Professional Council composed of two (2) members appointed by the Employer and two (2) teachers appointed by the Association shall meet on an informal basis to discuss matters of concern.

**ARTICLE VIII**  
**PROTECTION OF TEACHERS**

- A. Any case of school related assault upon a teacher shall be promptly reported to the administration. The Board will provide advice to the employee of his/her rights and obligations with respect to such assault and shall render all reasonable assistance to the employee in connection with handling of the incident by law enforcement and judicial authorities. The employee will use the legal resources available to him/her provided by any personal or professional liability policies. If necessary, the Board will provide up to \$500 per incident for additional legal counsel.
- B. If any employee is complained against or sued by reason of disciplinary action taken by the employee against a student when in proper pursuit of his/her duties, the employee will use the legal resources available to him/her provided by any personal or professional liability policies. If necessary, the Board will provide up to \$500 per incident for additional legal counsel.
- C. Time lost by an employee in connection with the investigative and legal proceedings of any incident mentioned in this Article shall not be charged against the employee if the employee is found to be not the cause of the incident and has acted properly. If time is lost due to medical problems compensable under Worker's Compensation benefits, the employee shall not be required to use sick leave benefits available. The District will guarantee full pay and benefits for one year following the incident, after which accumulated sick leave could be used.
- D. The Board will reimburse teachers for any loss, damage or destruction of clothing or personal property of the teacher while on duty in the school or on the school premises and involved in proper performance of his/her professional responsibilities. Personal property damage reimbursements shall be up to \$500, except in a situation involving the teacher's automobile where the limit shall be \$500 or the applicable deductible, whichever is less.
- E. Any complaints by a citizen, parent, or student directed toward an employee shall be called to the employee's attention as soon as possible.

**ARTICLE IX**  
**TEACHER CLASSIFICATION**

**A. Full Time Status**

1. Two (2) sets of conditions determine achievement of the full time status.
  - a. A teacher whose teaching and preparation time and other professional duties totals 1,190 hours annually. An additional ten (10) hours may be scheduled for in-service prior to the start of the program or during the school year as appropriate.
  - b. The teacher is assigned and maintains a full load of 1,190 hours of classes and preparation which are structured in such a way as to achieve full state aid funding. The class period shall be determined by the district and may change in accordance with changing conditions. The total amount of time worked remains 1,190 instructional and preparation hours, plus ten (10) hours for in-service.
2. Determination of the master salary schedule placement for teachers shall be made at the beginning of the school year with the teacher being paid at the appropriate salary rate in either 19 or 26 payments at the teacher's discretion. If the master salary schedule level cannot be reached, any excess payment shall be recovered over the remaining pay periods.
3. A person who achieves full-time status in accordance with this article shall remain a full-time employee, paid at the master salary schedule level, for the duration of that school year and shall be assigned additional duties, either instructional or administrative, to replace work time lost due to the cancellation of classes because of nonattendance of students. Depending on the work, the number of hours per week may not be constant at 35; however, the total will be the same.
4. A person who achieves full-time status will remain a continuing employee until any of his/her classes are discontinued for two (2) years in succession. If this happens two (2) years in succession, the teacher will be reclassified at the lower status. Thus a person starting the year with eight classes, one of which is discontinued and replaced with other work, either a class or administrative, who has a discontinued class the second year, becomes 7/8 of a continuing teacher the next year.

**B. Regular Part Time Status**

1. A teacher who maintains a minimum of 595 hours, but does not qualify for full-time status for the school year, is considered to be regular part-time.
2. The compensation shall be a prorated amount of a full-time salary with a prorated share of medical, dental and vision benefits, and sick days.
3. A person who achieves regular part-time status in accordance with this article shall remain at that status for the remainder of the year under the same conditions as delineated in A.3. of this article.

**C. Hourly Status**

An hourly status teacher is one who maintains less than 595 hours for the entire school year. Eighteen (18) minutes of preparation and retention time are required for each class, and must be done on-site immediately prior to class.

- D. If an employee shall be regularly scheduled to teach more than the normal load of 1,200 hours annually, the employee shall receive additional compensation at the hourly rate. Such work shall be on a voluntary basis.
- E. **Daily rate of pay** for full-time teachers will be determined by multiplying the number of hours assigned that day by the quotient of the yearly salary and 1,200 hours. For part-time teachers, the daily rate of pay shall be prorated.

## ARTICLE X

### ASSIGNED TEACHING HOURS AND DUTIES

- A. The District shall be responsible for assigning the specific workdays and hours during the normal work week, consistent with the other provisions of this agreement, and making changes throughout the school year. Such assignments and changes during the school year will be discussed with the affected employees prior to such action and are not subject to the grievance procedure. All employees shall be mailed a tentative written notification of teaching assignments by August 15 of each year.
- B. A fifteen (15) minute work break shall be provided for employees during the normal class period provided that the break is taken in the company of the students. If the break is taken in an area separate from the students, fifteen (15) minutes must be added to the class time.
- C. **Meetings:** In addition to ten (10) hours of annual in-service, attendance at staff meetings is required of full-time and regular part-time teachers. Where possible, meetings will be scheduled during the regular work week and two (2) week advance notice will be given. Required meetings will be held no earlier than one (1) week prior to the start of school. When meetings are scheduled outside of the normal work time for employees, they will be compensated at their regular hourly compensation.
- D. The District has the authority to cancel any class whose participation is insufficient to merit the continuation of the class. Such cancellation is not subject to the grievance procedure. The District also retains the right to continue any class whose participation may be low but merits continuation during any quarter. Such continuation is not subject to the grievance procedure.
- E. All full and part-time employees are required to report fifteen (15) minutes prior to each class. This allotted time shall be used for preparation, counseling, and for student retention. The preparation time for the individual teacher shall be scheduled on a mutually agreeable basis between the teacher and the administration. Regular part-time employees who do not have sufficiently scheduled preparation time shall first be required to fulfill the fifteen (15) minutes of pre-class time. The hourly wage employees shall prepare immediately before class, on site. This time shall be used for preparation, counseling, and for student retention. Any deviation from the established time schedules enumerated in this section shall be mutually agreed upon by the District and the Association. Such time changes shall be only for the specific length of time that the parties agree upon.
- F. Teachers shall not be assigned work of more than forty (40) hours per week without their consent. The Board will set the yearly calendar and make every attempt to schedule the complete school year between the beginning of the K-12 program of the IAS and the end of the week in which the K-12 program ends. The Community School program shall not extend beyond the end of the second full week in June. However, this can be waived by mutual agreement.



G. Community School recruiting shall not be considered overtime, nor shall it be considered as part of the employee's teaching load and other professional duties. The starting rate of compensation for recruiting shall be determined as follows:

Year	BA	MA
2017-18	\$15.45/hr	18.16/hr.

Recruiters will be provided a fifty cent (\$0.50) per hour increase every three years of employment as a recruiter.

H. Recruiting duties shall be first offered to all Association members before being offered to individuals outside of the Association.

## ARTICLE XI

### PROFESSIONAL COMPENSATION

- A. Upon appropriate written authorization from the employee, the Board shall make deductions for annuities, optional benefits provided in the employer sponsored insurance plan, savings bonds, United Fund, and etc.
- B. Employee compensation shall be set forth in Appendix A, Salary Schedule and Fringe Benefits.
- C. If an employee's assigned programs are expanded or decreased, the employee's compensation shall be prorated according to their regular rate of pay and benefits, unless otherwise indicated in the contract.

In assigning additional work hours, the employer will endeavor to offer such hours on a seniority basis to employees with work assignments of less than thirty-five (35) hours per week, except for substitutional work.

- D. Credit for previous teaching experience and salary schedule advancement shall be according to the same practices that are applied to the K-12 Ironwood teaching staff.
- E. Employees who are required to use their own vehicles between assignments in different communities, from assignments to the central office (round trip), to seminars or workshops, and other Community Schools related functions, shall be compensated at the present Internal Revenue Service allowable rate per mile for vehicle usage. Employees using their own vehicle to go to Marenisco, Ontonagon, and Watersmeet will be paid to and from those locations provided the employee does not live in Marenisco, Ontonagon, or Watersmeet.

Employees who are required in the course of their work to drive personal vehicles from one Community School work site to another shall receive an additional allowance of \$50 per semester (2 quarters).

- F. A Head Teacher will be compensated at a flat rate of \$2500 per semester in addition to their regular salary. The Head Teacher position shall be treated as an extra duty, and shall be determined based on seniority.

**ARTICLE XII**  
**SENIORITY**

- A. Seniority is defined as the length of service in the bargaining unit from the employee's most recent date of hire or rehire.
- B. Seniority shall be determined by the number of classes maintained and completed per school year (up to a maximum of eight for full-time teachers) with the Gogebic County Community School Program. Each class completed will equate to one unit of seniority. If a class is discontinued before the end of the semester, no seniority is accrued for it, unless another class or other work is assigned and completed in its place. An employee shall receive one-half of a seniority unit for a semester class assignment completed or other work assigned and completed for a semester.
- C. All seniority is lost when employment is severed by resignation, retirement, termination, quit or abandonment. Time spent on leave of absence or layoff shall not accumulate as seniority. However, the employee shall retain all seniority previously accumulated upon a return to active employment.  
An employee retains accumulated seniority in the bargaining unit upon return to the bargaining unit after serving in a non-bargaining unit position with the Employer without a break in continuous employment. An employee in a non-bargaining unit position shall not accumulate any seniority while serving in such a position even though such an employee is assigned classes.
- D. Seniority rights shall be limited to positions in adult education and preschool.
- E. A bargaining unit seniority list shall be developed by the administration on a yearly basis and distributed to each employee no later than September 1 of each year. All bargaining unit members shall be ranked on the list in the order of their accrued seniority. If more than one individual has the same seniority, the person hired first will be placed first on the list. If there is still a tie, a drawing will be held. Also named on the seniority list will be the areas for which the teachers are certified and qualified to teach.
- F. Within ten (10) working days of the distribution of the seniority list, individual bargaining unit members shall have the right to protest his/her alleged incorrect placement on the seniority list. The Association and the Employer shall meet within a thirty (30) day period to resolve the placement problem. If there is no resolution, the teacher may file a grievance after the 30th day in accordance with the timelines specified in the grievance procedure.

### ARTICLE XIII

#### CONTINUING EMPLOYMENT

- A. All newly hired full-time and part-time employees and hourly wage employees shall serve a probationary period pursuant to the Michigan Teacher Tenure Act. If a teacher's contract is not renewed, such teacher shall receive written notification of nonrenewal at the beginning of the quarter in which the teacher becomes eligible for continuing employment. The dismissal of a probationary teacher is not grievable.
- B. An additional one (1) year of seniority probationary period may be required by the District. If such probation extension is implemented, the teacher will be given written notification at the start of the quarter in which continuing employment would be achieved.
- C. Teachers who have successfully completed their probationary period shall be placed on a continuing contract on a year-to-year basis and can only be dismissed, disciplined, reprimanded, or reduced in rank or compensation for just cause.  
The superintendent may suspend a teacher with pay and fringe benefits until the school board makes a final determination for dismissal of the teacher.
- D. Conviction of a felony or circuit court misdemeanor is grounds for immediate dismissal and is not subject to the grievance procedure.
- E. Sections A, B, C, and D do not apply to teaching positions that are determined to be covered under the Michigan Tenure Act. The Tenure Act shall take precedence.

## ARTICLE XIV

### EVALUATION PROCEDURE

- A. The performance of all teachers shall be evaluated in writing. Evaluation shall be conducted in accordance with the requirements of the Teacher Tenure Act. The purpose of evaluation is to determine the extent to which a bargaining unit member is performing his/her professional duties.
- B. All observation or monitoring of the work performance of bargaining unit members shall be conducted openly and with full knowledge of the employee.
- C. Coaches shall be evaluated periodically using the following procedures and the attached job descriptions and format (Reference Schedule D).
  - 1. Bargaining unit coaches shall be evaluated at least once every three (3) years by the Athletic Director. The Athletic Director shall evaluate all coaches even if the Athletic Director is also a bargaining unit member. Additional evaluations may be done at the discretion of the Athletic Director.
  - 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 one (1) full practice session.
  - 3. The coach shall be determined to be either satisfactory or unsatisfactory in the areas to be evaluated. In the event the coach's evaluation is determined to be unsatisfactory in any given area, the evaluation shall include specific recommendations on how to correct the deficiency, shall establish a specific time frame to enable the coach adequate time to correct said deficiency, and shall outline the assistance to be provided by the administration to help correct the problem.
  - 4. Upon completion of the evaluation, the Athletic Director 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.
  - 5. A satisfactory evaluation does not guarantee renewal of the assignment. However, no coach shall be dismissed from his/her assignment without just cause.

## **ARTICLE XV**

### **VACANCIES, TRANSFERS, AND PROFESSIONAL QUALIFICATIONS**

- A. 1. A vacancy during the school year can be created in two (2) ways:
  - a. A newly created bargaining unit position.
  - b. A vacated existing bargaining unit position.
- 2. If the vacancy cannot be filled by reassigning existing staff, keeping each teacher at the same level of employment, the vacancy will be filled by a regular part-time teacher providing the teacher is certified, qualified, and available to teach at that time.
- B. Whenever any professional vacancy occurs, including supervisory, the administration shall immediately post such vacancy for ten (10) days and shall mail a copy of the posting to each bargaining unit member. No vacancy shall be filled, except on a temporary, emergency basis, until after such posting has taken place.
- C. When professional vacancies occur in the Ironwood Area School District, and such vacancies are not filled from within the Ironwood Area School District, the positions will be posted within the Gogebic County Community Schools District bargaining unit. Serious consideration shall be given to such applicants.

**ARTICLE XVI**  
**REDUCTION OF STAFF**

- A. Reduction of staff is defined as the elimination or reduction of the number of classes that are assigned to a teacher.
- B. If a reduction of staff becomes necessary, the District will determine the certification and qualification needed to conduct the remaining classes.
- C. If a teacher is on layoff and refuses a recall for a position equal to the one from which he/she was laid off, he/she loses the right of recall.
- D. The provisions of this article pertain only to the establishing of classes at the beginning of the year and do not pertain to teachers whose classes are eliminated during the year for lack of students.

**ARTICLE XVII**  
**SICK LEAVE PAY**

- A. Sick leave shall be granted in case of illness or physical disability due to accidental injury of the employee only. Conditions created by other members of the family will be limited to the extent covered by emergency leave, Article XV, Section B.1.
- B. Sick leave shall accumulate at the rate of ten (10) days a year to a total of 180 days.
- C. Ten (10) days shall be credited to each teacher upon the first day of the school year except when maximum is or will be reached during the school year when it will be added at the end of the year if used during the year.
- D. Should a teacher leave the school system during the school year (s)he will reimburse the school for any sick leave pay (s)he might have received based on the sick leave allowance for that year. The prorated return shall be determined by consideration of the fraction of the total number of school days remaining at the time of his departure.
- E. Sick leave is provided for illness and personal injury of the employee or his/her immediate family. For the purpose of this Section (E), immediate family shall include spouse, parent, children, or other person living in the employee's household. Extended absences in excess of five (5) consecutive days shall be subject to board approval. The Board reserves the right to investigate alleged misuse and require a doctor's statement if deemed necessary. An employee violating this section and found guilty will be subject to discipline and docking of pay.

**Sick Leave Bank**

- F. At the beginning of the school year each teacher shall contribute an amount not to exceed three (3) days of the foregoing sick leave allowance to a common bank, which will carry a maximum number of days equal to the number of teachers multiplied by three (3), and which will be administered by a committee of three (3) persons. The Association and the Board shall each name a representative to the committee and the remaining one will be mutually agreed upon by the Association and the Board.

The teachers who have exhausted their accumulated personal leave and the critical illness allowance or emergency in the immediate family may petition this committee for additional sick leave days from the bank provided there are sufficient days remaining in the bank. This petition must be supported by the statement of a physician. In no case will a teacher be paid personal sick leave for more than the number of working days specified in the current contract year.

The bank will be replenished with one (1) day from each teacher when the number of days remaining in the bank equals the number of teachers in the system. Teachers who have reached the maximum accumulation of 180 days may, at their option, donate to the bank any days over 180 remaining at the end of the contract year. Teachers donating five (5) or more days to the sick leave bank at the end of the school year will be credited with one (1) additional personal day to be used



in the subsequent school year. This additional personal leave day does not count against the maximum number of accumulated personal leave days, but must be used in the subsequent year or returned for compensation at the rate of \$50.00 per unused personal day.

Teachers on maternity leave may use sick leave. Teachers on maternity leave may petition the sick leave bank for critical illness related to self or unborn/born child.

**ARTICLE XVIII**  
**LEAVES OF ABSENCE**

- A. Any teacher whose personal illness extends beyond the period compensated under Article XIV shall be granted a leave of absence without pay for such a time as is necessary for complete recovery from the illness, for not more than one (1) year, subject to renewal at the discretion of the Board. Upon return from leave, a teacher shall be assigned to the same position, if available, or a substantially equivalent position.
- B. Leaves of absence with pay, chargeable against the teachers' sick leave shall be granted for the following reasons:
1. A maximum of five (5) days per incident for a critical illness or emergency in the immediate family. Critical illness is defined as a health situation which could result in immediate death. An emergency is defined as a sudden generally unexpected occurrence or set of circumstances demanding immediate action.
  2. Attendance at a ceremony awarding a degree to a staff member for such a portion of the day as is necessary.
  3. One (1) day, except where travel requires additional time, for the attendance at the school graduation of a son, daughter, husband, or wife. Additional time shall be within reason as determined by the teacher and superintendent prior to departure.
  4. In addition to ten (10) sick days, two (2) days annually for personal business will be granted. The number allowed on any given day cannot exceed ten percent (10%) of the total teachers in the entire district. Leave will be granted in order of request. Once a personal day is requested, it cannot be canceled unless notice is given by the close of office hours the day prior to the scheduled leave. A personal day cannot be taken the first two (2) weeks or the last two (2) weeks of the school year.  
  
Personal leave days may accumulate up to five (5), with the exception, that when an additional personal day is provided to a member who has saved 180 sick leave days, and returns five (5) or more sick leave days to the sick leave bank, that person could maintain six (6) personal days only for the school year for which it was granted. Accumulated personal leave may not be taken during August, September, May, June, the last three (3) days of the semester, or parent-teacher conferences.  
  
Those individuals not using or accumulating personal leave days will be paid at the rate of \$50.00 per personal day. Individuals will inform the Superintendent at the end of the school year that they wish to be paid.

- C. Leaves of absence with pay not chargeable to sick leave allowance shall be granted for the following reasons:
1. An employee shall be allowed for death in the immediate family up to three (3) working days as bereavement days per death. None of the bereavement days shall be deducted from sick leave. The immediate family is defined as spouse, significant other, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent-in-law, grandparents and grandchildren, or other dependent residing in the home. Bereavement leave will also be allowed for sister-in-law, brother-in-law, niece, nephew, aunt or uncle. In the event the employee is responsible for the arrangements for the emergency caused by the death, or in case of distant travel, the Superintendent may allow one (1) or two (2) additional days.
  2. Two (2) additional personal days may be granted at the discretion of the Board for teachers with expertise in matters which make a necessary and very important contribution to local community affairs. The applicant for such leave must establish, in writing, the nature of their contribution and how it will benefit the Ironwood Area School District's citizens.
  3. Court appearance as a witness in any case connected with the teacher's employment or the school, or whenever the teacher is subpoenaed to attend any legal proceeding.
  4. Time necessary to take the selective service physical examination.
  5. Eight (8) personal days to be credited to the president of the Association to be used by the Association. Substitute teachers, if necessary, will be paid by the Association. The Association shall be granted seven (7) additional days at actual cost of the absent teacher.
  6. Absence from work because of mumps, pink eye, impetigo, scarlet fever, measles, chicken pox or lice. The teacher must bring a statement from a physician substantiating these illnesses. The following procedure shall apply to teachers who are absent from work due to any of these illnesses:
    - a. The absence shall be submitted to Worker's Compensation as a work related compensable disease.
    - b. If the absence is not compensable under Worker's Compensation, there shall be no deduction for the first twenty (20) days absent.
    - c. The next ten (10) days shall be deducted from sick leave.
    - d. The teacher shall apply to the sick leave bank in accordance with the policies and procedures of the bank.
- D. Leaves of absence of a semester duration or more without pay shall be granted upon application as allowed by law or at the Board's discretion. No credit on the salary schedule or seniority list will be awarded for the leave.

E. Maternity Leave

1. A leave of absence without pay shall be granted for up to one (1) year for the purpose of maternity.
2. Any teacher requesting leave shall notify the school administration of the pregnancy no later than the fifth (5th) month of the condition.
3. The teacher may continue teaching as long as she can continue her regularly assigned responsibilities. The teacher's physician will furnish a statement to this effect.
4. A teacher on leave under the above conditions wishing to return to duty shall file a written request with the Superintendent at least sixty (60) calendar days prior to the date she wishes to return to teaching prior to the end of the leave.
5. Leave for adoption of a child shall begin at the date of acceptance of the child. Leave of absence shall be the same as item 1 above.
6. If a teacher does not comply with all of the above conditions, the right to such a leave and/or the right to return, may be denied by the Board.
7. A teacher may use sick leave in lieu of maternity leave.
8. A male teacher shall be granted a leave of absence without pay for up to one (1) year for the purpose of child rearing. Said leave shall begin immediately following the birth or adoption of a child.
9. No credit on the salary schedule or the seniority list will be awarded for the leave, unless sick leave is used.

F. The Board agrees to compensate teachers called to jury duty by an amount equal to the difference between jury pay and the teacher's regular salary.

G. Any teacher who is absent because of an injury or disease compensable under the Worker's Compensation Law, shall receive from the Board the difference between the allowance under the Worker's Compensation Law and his/her regular salary for the number of days (s)he is absent from his/her teaching duties during the duration of Worker's Compensation or sick leave accumulation. These days shall be subtracted from his/her sick leave on a prorated basis on that portion for which the school paid over and above Worker's Compensation. When sick leave accumulation is exhausted, the employee shall receive only that amount which is paid directly under the provision of the Michigan Worker's Compensation Law.

H. Homework is not required and if done it is entirely at the option of the teacher. Worker's Compensation insurance is provided for teachers at the place of employment and on officially authorized trips only.

- I. **Terminal Leave Pay:** Any teacher employed ten (10) or more years in the Gogebic County Community Schools shall receive upon termination of his/her services from said system \$50.00 for each unused sick leave day not to exceed a total of \$9,000.00. All new employees hired for the 2016-2017 school year and thereafter, shall receive upon termination of his/her services from the Gogebic County Community Schools, \$50.00 for each unused sick leave day. Maximum number of unused sick leave dates will be fifty (50) and a dollar amount not to exceed \$2,500.00. In the event of the teacher's death, said sum shall be paid to the teacher's designated beneficiary. Payment of this stipend shall be deferred until the first pay period in January of the year following retirement.

**ARTICLE XIX**  
**SABBATICAL LEAVE**

- A. Upon request, employees who have been employed for 48 units of seniority shall be granted a sabbatical leave for one (1) year. During said sabbatical leave, the employee shall be considered to be on leave with no remuneration of any kind.
- B. An employee, upon return from a sabbatical leave, shall be restored to a position of like nature and status. No credit on the salary schedule or the seniority list will be awarded for the leave.
- C. No more than one (1) bargaining unit member shall be placed on a sabbatical leave during the same period of time.

## **ARTICLE XX**

### **PROFESSIONAL IMPROVEMENT**

- A. A special yearly tuition fund of \$750 will be established. The money can only be used for educational improvement that affects the classroom. Ground rules will be established by one (1) member from each of the following: Board, EA, Administration, and Uniserv office.
- B. Employees will be permitted to visit other Community School programs and attend educational conferences or conventions without loss of pay when approved by the Community Schools Director or Superintendent. The employer shall pay mileage and reimburse the employee for reasonable expenses incurred while making such trips.
- C. Employees will be permitted to attend without prejudice, professional development trainings where State Continuing Education Clock Hours (SCECH's) are provided through the Michigan Education Association.
- D. All teachers will attend scheduled professional development unless specifically excused by his/her building principal up to the time requirements of applicable law. If other professional development days are added, they would be voluntary and teachers to be paid a per diem rate based on the current daily substitute teacher pay rate. For any additional professional development days which are required, teachers will be paid a per diem rate based upon the BA/BS degree salary schedule base. For after school professional development activities initiated by teachers, and approved by their immediate supervisor, teachers will be compensated at a rate of \$30.00 per hour.

**ARTICLE XXI**  
**MISCELLANEOUS PROVISIONS**

- A. 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 instructional days, the parties shall meet and mutually decide where to place these additional days on the calendar.  
If a school district is closed due to inclement weather, the Gogebic County Community Schools classes conducted in that district will also be closed. The rescheduling of classes shall be in accordance with paragraph one of this section.  
If, due to severe weather conditions, a teacher feels unsafe traveling to a class where there is no snow day, the class may be rescheduled to a date and time students can attend. The teacher is responsible for getting prior approval of the district, for notifying students, and for putting the changes on file in writing the next day.
- B. A reimbursement up to \$50 per school year shall be provided for employees who are required to purchase and wear special clothing while performing their assigned duties.
- C. The Community School calendar year shall be adjusted, if possible, to include an additional week to provide for sufficient flexibility for make-up classes.
- D. Extra duty salary compensation for teaching GED sections will be based on a percentage of the appropriate salary schedule step which is determined by the number of years of experience in the district teaching GED. Beginning with the 2017-18 School Year, teachers shall be compensated at the following rates for each GED class taught in a semester. All teachers will begin at Step 0 for the 2017-18 school year. In order to receive a full step increase in the subsequent year, the teacher must teach at least one GED class in the prior school year.

The following steps are included in the extra duty schedule.

Years Experience teaching GED in Ironwood:

0	4.5% x BA BASE
1	4.5% x BA STEP 1
2	4.5% x BA STEP 2
3	4.5% x BA STEP 3
4	4.5% x BA STEP 4
9	4.5% x BA STEP 4 X 1.10
14	PREVIOUS STEP x 1.05

- E. In order to comply with Section 164h(1)(d) of PA 108 of 2017, the Board shall adopt policies to comply with this provision and communicate the details of those policies no later than October 1 of



each year. Such policy shall not, in any way, alter the provisions contained in this Collective Bargaining Agreement.

**ARTICLE XXII**  
**MENTOR TEACHERS**

- A. A Mentor Teacher shall be defined as a Master Teacher as identified in section 1526 of the School Code and shall perform the duties of a Master Teacher as specified in the code.
- B. Each teacher in his/her first three (3) years in the classroom shall be assigned a Mentor Teacher by the Administration. The Mentor Teacher shall 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.
- C. A Mentor Teacher shall be assigned in accordance with the following:
  - 1. Participation of bargaining unit members as a Mentor Teacher shall be voluntary.
  - 2. Every effort will be made to match the teacher with a Mentor Teacher who works in the same building.
  - 3. Teachers may be assigned one (1) or more Mentor Teacher. Where possible, at least one (1) shall be a member of the bargaining unit.
- D. The purpose of the Mentor/teacher match is to acclimate the teacher and to provide necessary assistance toward the end of quality instruction. The Board and the Association agree the relationship shall be confidential and shall not, in any fashion, be a matter included in any evaluation.
- E. A teacher serving as a mentor will be compensated at a rate of \$200 per semester. Payment shall be made on the first pay period following the conclusion of each semester.

**ARTICLE XXIII**

**DURATION OF AGREEMENT**

This agreement shall be effective as of January 1, 2021 through June 30, 2022. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.


DATE OF SIGNING:

GOGEBIC COUNTY COMMUNITY SCHOOL CONSORTIUM  
IRONWOOD AREA SCHOOLS BOARD OF EDUCATION:

3-24-21

BY THE PRESIDENT: 

\_\_\_\_\_

BY THE SECRETARY: 

GOGEBIC COUNTY COMMUNITY SCHOOLS EDUCATION  
ASSOCIATION:

3-25-21

BY THE PRESIDENT: 

\_\_\_\_\_

BY THE SECRETARY: \_\_\_\_\_

**APPENDIX A**

**SALARY SCHEDULE AND FRINGE BENEFITS**

- A. As long as the Gogebic County Community Schools Program generates revenue equal to, or greater than, the cost of running the program, salary increases shall not be less than those negotiated by the Ironwood Education Association. The salary schedule will be the 2020-2022 IEA salary schedule.
- B. The compensation for the hourly Gogebic County Community Schools employees shall be as follows:

<b>CATEGORY</b>	<b>YEARS</b>	<b>2020- 2022</b>
<b>PRESCHOOL</b>	N/A	<b>\$14.57</b>
<b>BA DEGREE (or less)</b>	0 to 3 Years	<b>\$16.46</b>
	3 to 6 Years	<b>\$17.32</b>
	6 Plus Years	<b>\$18.98</b>
<b>MA DEGREE</b>	0 to 3 Years	<b>\$19.63</b>
	3 to 6 Years	<b>\$20.49</b>
	6 Plus Years	<b>\$22.16</b>
<b>EVEN START BA DEGREE (or less)</b>	0 to 3 Years	<b>\$17.04</b>
	3 to 6 Years	<b>\$17.90</b>
	6 Plus Years	<b>\$19.57</b>
<b>EVEN START MA DEGREE</b>	0 to 3 Years	<b>\$20.19</b>
	3 to 6 Years	<b>\$21.08</b>
	6 Plus Years	<b>\$22.74</b>

- C. The fringe benefits shall be the same as those established for the teachers of the Ironwood Area School District for the respective year (See Teaching Personnel Contract, article entitled *Insurance Protection*.) This applies to all full-time and regular part-time employees of the Gogebic County Community School District. Health insurance co-payments shall not exceed those of the IEA.
- D. Employees shall receive a travel allowance when they are required to travel to Ontonagon, Mass City, Ewen-Trout Creek, or Watersmeet, paid at an hourly rate equivalent to the hourly rate of the Even Start MA degree schedule after 6+ years.
- E. The District shall implement insurance copayments pursuant to PA 152 of 2011 and shall adopt the 80/20 option beginning July 1, 2016. The parties further agree that the Association can direct the District in regards to the amount of member copayments providing that the District does not pay more or less than 80% of the premium costs. The parties further agree to revisit the PA 152 options each May following receipt of insurance premiums.

F. When PA 152 options are revisited in May of each year, the parties shall also negotiate over salary increases for the following school year.

**SCHEDULE A  
GCCS EA  
2020-2022**

<b>STEP</b>	<b>BA</b>	<b>BA+20</b>	<b>MA</b>	<b>MA+30</b>
	<i>1454</i>	<i>1462</i>	<i>1702</i>	<i>1709</i>
0	34,677	35,684	36,685	37,224
1	36,132	37,147	38,387	38,932
2	37,586	38,609	40,089	40,641
3	39,041	40,072	41,791	42,350
4	40,495	41,534	43,493	44,059
5	41,949	42,997	45,194	45,768
6	43,404	44,459	46,896	47,477
7	44,858	45,922	48,598	49,186
8	46,313	47,384	50,300	50,895
9	47,767	48,847	52,002	52,604
10	49,221	50,309	53,704	54,313
11	50,676	51,772	55,406	56,022
12	52,130	53,234	57,107	57,731
13	53,585	54,697	58,809	59,440
Longevity:				
15	56,264	57,164	61,421	61,842
20	57,740	58,638	63,134	63,554
25	59,211	60,108	64,847	65,269

All employees between the 13<sup>th</sup> and 15<sup>th</sup> step shall receive \$500 more than step 13.

Step/Lane/Longevity advancement for the 2020-2021 school year shall commence on January 1, 2021.

There shall be no retroactive pay for the percentage increase, or step/lane/longevity advancement prior to January 1, 2021.

Step/Lane/Longevity advancement for the 2021-2022 school year shall commence as normal at the start of the 2021-2022 school year.

New hires shall be granted no more than 6 steps (0-5) without Association approval.

Individuals may use State Continuing Education Clock Hours (SCECHs), District Provided Professional Development (DPPD), or credits to move to a higher lane, provided they cannot move to a new degree lane without first obtaining that degree. SCECHs and DPPD are education-related professional learning hours, where 1 college credit is equal to 25 professional learning hours, as defined in R390.1101 of the Michigan Teacher Certification Code.

## APPENDIX B

### RULES AND REGULATIONS FOR SICK LEAVE BANK

The following rules and regulations are hereby adopted by the Sick Leave Bank Committee of the Ironwood Area School District, pursuant to Article XVII, subparagraph F, of the Master Agreement between the Ironwood Area School District and the Gogebic County Community Schools Education Association.

1. The teachers who have exhausted their accumulated personal leave and critical illness allowance or emergency in the immediate family may petition this committee for additional sick leave days from the bank. Such applicant may draw a maximum of 60 days from the bank on their initial petition. Teachers may come back to the sick leave bank committee an additional two (2) times in a school year for a total of 180 days. There will be no loss of compensation for the second or third petition. Each petition must be supported by the statement of a physician. In no case will a teacher be paid personal sick leave for more than the number of working days specified in the current contract year.
2. In order to draw upon the sick leave bank, the teacher must be absent for two (2) consecutive days without pay.
3. At the beginning of the school year following the use of time from the sick leave bank, a teacher who has used such credit, will repay the sick leave bank three (3) sick leave days for each subsequent year during employment with the Ironwood Area School District until the teacher has repaid the bank for the number of days borrowed, or is no longer employed with the district. Any accumulated sick leave will be, upon termination of employment, returned to the remaining balance owed to the sick leave bank. If fewer days are returned than owed, there will be no other cost to the employee.
4. Each teacher who wishes to participate in the sick leave bank must sign and place on file with the Sick Leave Bank Committee the AGREEMENT OF PARTICIPATION IN THE SICK LEAVE BANK.
5. If a teacher is collecting worker's compensation, the teacher can collect from the sick leave bank the difference between his salary and worker's compensation as in accordance with Article XVIII, subparagraph G of the Master Agreement. In the event that an applicant receives worker'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 of worker's compensation, computed on a daily basis, from the date on which the teacher was eligible and did receive worker's compensation. Upon receipt of such monies, the school district shall credit these monies back to the sick leave bank in days on a pro-rated basis. The teacher shall be able to retain the dollar amount between his regular salary and worker's compensation.

6. The Sick Leave Bank Committee agrees to abide by the above rules and regulations when granting sick leave days to teachers.

\_\_\_\_\_

Date

\_\_\_\_\_

Member

\_\_\_\_\_

Date

\_\_\_\_\_

Member

\_\_\_\_\_

Date

\_\_\_\_\_

Member

APPENDIX C

AGREEMENT OF PARTICIPATION IN THE SICK LEAVE BANK

The undersigned, being a teacher employed by the Ironwood Area School District, and desiring to participate in the sick leave bank, do hereby agree together and with the Sick Leave Bank Committee and the Ironwood Education Association and the Ironwood Area School District Board of Education as follows:

1. I agree that rules and regulations for the sick leave bank shall govern any days which I may borrow from the sick leave bank, and I agree to be bound thereby.
2. I further agree that, after I have been permitted to borrow days from the sick leave bank, I will repay the sick leave bank in accordance with the rules and regulations of the Sick Leave Bank Committee, and authorize the Ironwood Area School District to deduct from my annual accrual of sick leave, those days specified by the rules and regulations as required to be paid back to the sick leave bank.
3. I further agree that in the event I receive worker's compensation benefits after having been given sick leave time from the sick leave bank, I will repay to the school district the dollar amount of worker's compensation, pro-rated on a daily basis, from the date on which I was eligible and did receive worker's compensation; and I shall retain the dollar amount of the difference between my regular salary and worker's compensation according to the sick leave bank rules and regulations.

\_\_\_\_\_

Date

\_\_\_\_\_

Teacher



Grievance # \_\_\_\_\_

**GOGEBIC COUNTY COMMUNITY SCHOOLS CONSORTIUM  
GRIEVANCE REPORT**

*-Submit to Community Schools Director in Duplicate-*

BUILDING	ASSIGNMENT	NAME OF GRIEVANT	DATE FILED
----------	------------	------------------	------------

**STEP 1**

A. Date Cause of Grievance Occurred \_\_\_\_\_

B.1. Statement of Grievance \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

B.2. Relief Sought \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

C. Disposition by Community Schools Director \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_

Signature of Community Schools Dir.

\_\_\_\_\_

Date

D. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

**STEP II**

A. Date Received by Superintendent or Designee \_\_\_\_\_

B. Disposition of Superintendent or Designee \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

C. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**STEP III**

A. Date Submitted to the Board \_\_\_\_\_

B. Disposition of the Board \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

C. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**STEP IV**

A. Date Submitted to Arbitration \_\_\_\_\_

B. Disposition and Award of the Arbitrator \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Signature of Arbitrator

\_\_\_\_\_  
Decision Date

