

BETWEEN  
HUDSON BOARD OF  
EDUCATION  
and the  
Hillsdale Lenawee County  
Education Association  
HEA, MEA/NEA

*Master Agreement*

September 1, 2015 –  
August 31, 2017

---

**AGREEMENT**

This Agreement, entered into this 26<sup>th</sup> day of August, by and between the Board of Education, Hudson Area Schools, Hudson, Michigan, hereinafter called the Board and the Hillsdale Lenawee County Education Association, hereinafter called the Association.

**ARTICLE I: General Statement of Policy**

The Board and Association agree that the development and implementation of a high quality instructional program is the common goal of the Board and Association. It is further agreed that the best way to achieve this common goal is through close cooperation between the Board, Administration, Teachers, and Association.

**ARTICLE II: Recognition**

The Board recognizes the bargaining unit represented by the Hillsdale Lenawee County Education Association to include all full-time regular teachers including guidance counselors, Title I teachers, teachers on leave, Athletic Director position when connected with teaching and librarians employed under annual contract by the Hudson Area Schools. Excluded from the Association are full or part-time supervisory, executive or administrative personnel, business manager, directors, coordinators, psychologists, social workers, therapists, community school program teachers, adult education teachers, substitute teachers, per diem appointments, school nurse, office and clerical employees, aides and paraprofessionals, custodial and all other personnel.

**ARTICLE III: Board Rights**

The Association recognizes that the Board has the responsibility and authority to manage and direct, on behalf of the public, all the operations and activities of the school enterprise to the full extent authorized by law, provided that such rights and responsibilities shall be exercised by the Board in conformity with the provisions of this Agreement.

**A. Powers****1. Assignments**

To determine class schedules, hours of instruction, the duties, responsibilities and assignments of teachers, and other employees with respect to administrative and school related activities.

**2. Curriculum**

To establish grade levels and course of instruction, including special programs; to provide for athletic recreational and social events for students.

3. **Employment**

To hire and dismiss all employees subject to the provisions of law; to determine qualifications and conditions for continued employment; and to promote, demote and transfer all such employees.

4. **Management**

To control the executive management and administrative duties, properties, facilities of the school system and school related activities of its employees.

5. **Materials**

To decide upon the means and methods of instruction, the use of teaching materials, teaching aids of every kind and nature. Staff suggestions will be considered.

6. **Exercise of Powers**

The exercise by the Board of the foregoing powers, rights, authority, duties and responsibilities and the adoption of policies, rules, regulations, practices and the use of judgment and discretion with their administration shall be limited only by the specific and express terms of the Agreement.

**ARTICLE IV: Association Rights and Responsibilities**

A. **HLCEA Letter**

By September 1 of each school year, the HLCEA will notify the Board, in writing, of those local representatives who are empowered to act on behalf of the Association.

B. **Dues and Payroll Deductions**

Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board, an assignment authorizing deduction of Professional Dues in the Association. Dues will be as established by the Association annually by September 1st in writing to the Superintendent. Such authorization shall continue in effect from year to year unless revoked in writing between June 1st and September 1st of any year.

Upon receipt of written authorization the Board agrees to payroll deduct member's annual dues obligations over 21 pays. If a teacher wishes to pay his/her annual dues obligation in one payment, he/she may do so on/or before the first annual Hudson EA meeting, which is normally held in August.

Should any of the provisions of this Article be found contrary to law by a court or administrative agency of competent jurisdiction, only those portions of this article found contrary to law shall be stricken and all other parts or portions of this article shall remain in full force and effect. A

determination that any part of this article is contrary to law shall not affect the terms and conditions of the remainder of the collective bargaining agreement which will remain in full force and effect.

C. **Benefit Fee**

Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall as a condition of employment, pay as a Representation Benefit Fee to the Association a legally permissible amount as specified by the Association, provided, however, that the teacher may authorize payroll deduction for such fee in the same manner as provided in the preceding paragraph. In the event that a teacher shall not pay such Representation Benefit Fee directly to the Association or authorize payment through payroll deductions, as provided in the preceding paragraph, the Board shall proceed with involuntary deduction pursuant to MCL 408.477.

D. **Disbursement of Dues or Fees**

With respect to all sums deducted by the Board pursuant to authorization of the employee, whether for Professional Dues or Representation Benefit Fee, the Board agrees to disburse said sums upon direction of the Association, by the 10th of each month following the payroll when dues are deducted.

E. **Legal Defense**

The Association will save the Board harmless from any and all costs including witness and attorney's fees or other incidental costs of conducting a hearing or of the prosecution or defense of any action claimed or otherwise to which the Board of Education may be liable by virtue of enforcing the provisions of the Article IV.

F. **Facilities**

1. **Bulletin Boards**

A bulletin board shall be made available in each building for the Association business affecting employees in the school district.

2. **Use of Buildings**

The board will provide facilities for meetings of the HLCEA unit members. All meetings will be scheduled when students are not in session. Custodial services are available when requested facilities are available. A charge may be required. Such meetings shall be scheduled with the Superintendent in writing five (5) days preceding such facility use.

3. **Furnishing Information**

The Board agrees to furnish the Association in response to reasonable requests in writing, copies of all public available information concerning the financial resources of the district pertaining to the current fiscal year. This shall include budget requirements, allocations and such other information as will assist the Association in developing proposals. Material will

only be provided at cost. The Board shall also provide a copy of the proposed Board Agenda to the Association President when it is provided to the Board members.

4. **Staff Meetings**

Upon request, time on the agenda of regular staff meetings shall be granted to the Association for the sole purpose of making announcements.

G. **Strikes**

The Association recognizes that strikes are contrary to law and public policy. The Board and Association subscribe to the principle that differences shall be resolved by law. Accordingly, the Association agrees that during the term of this agreement or after expiration of the agreement until fact finding has been used, it will not direct, instigate, participate in any strike against the Hudson Area Schools by any teacher or group of teacher without loss of all benefits, economic or otherwise, provided by this "Master Agreement." The Board of Education shall be entitled to reschedule any days lost in the event school is closed due to strikes by school district employees which do not allow such days to be counted as days of student instruction. The rescheduling of such days shall not entitle employees to additional compensation over and above their regularly contracted salary. The dates of any rescheduled days would be subject to negotiation. Teachers who engage in strike activity, including chalkboard flu, are subject to discipline up to and including discharge.

H. **Right to Organize**

The Board undertakes and agrees that it will not directly or indirectly encourage or discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by Act 336 of the Public Acts of 1947 as amended or the Constitution of Michigan and the United States; that is, it will not discriminate against any teacher with respect to hours, wages, or other terms or conditions of employment by reason of his/her membership in the Association.

I. **Participation Freedom**

Nothing contained herein shall require any teacher to be a member of, or participate in the activities of any bargaining organization, provided however, that all employees in the bargaining unit shall share fairly in the financial support of their exclusive bargaining representative by paying to the bargaining representative a service fee which will be a legally permissible amount not to exceed the amount of dues uniformly required of members of the exclusive bargaining representative. It is further provided that every teacher may be a member and participate in any and all of the activities of the bargaining unit.

---

**ARTICLE V: Rights and Responsibilities of the Teachers****A. Academic Freedom**

The Board and the Association agree that the presentation, study and investigation of physical, biological, societal and political causes are vital components of the educational process. Therefore, the Board agrees to support and protect teachers within the scope of adopted established district curriculum areas which may be viewed as controversial, but nonetheless contribute to the overall objective of a fully developed educational program. Teachers will be kept advised of any curriculum guidelines established by the Board. Teachers will be expected to comply with Board guidelines, which affect their subject areas.

**B. Acknowledgement of Safe Learning and Working Environment**

The Employer acknowledges that it is in the best interest and its responsibility to provide a safe learning and working environment for the District's students, teachers, administrators and support staff.

**C. Employee Assault**

Any case of employee assault shall be promptly reported to the building principal or the employee's immediate supervisor.

**1. Legal Counsel Provided**

In the event of such assault or if a teacher is complained against or threatened with civil court action as a result of the performance of his/her duties, the teacher involved may, through the Association, request assistance from the Board in such matters, including financial aid for the services of legal counsel. Necessary teacher release time will be provided for legal proceedings if the teacher acted within the scope of employment.

**2. Threat to Employee**

If the Employer has knowledge that an individual has made a threat to the safety and well being of one of its employees, the employee's family or the employee's property; then, it is the District's responsibility, upon gaining knowledge of a threat, to immediately inform the employee.

**3. Employees and Unsafe Conditions**

The District acknowledges the importance of protecting their employees. No employee shall be expected or ordered to search for or handle any weapons; bombs, incendiary (provocative) devices or other harmful or deadly substances or devices. Nor shall the employee be expected or ordered to disarm and/or detain an intruder or any person yielding a weapon or other harmful or deadly substance or device, or who is causing a disturbance.

4. **Use of Reasonable Force**

An employee shall not be disciplined for using reasonable physical force to: remove or restrain a student in order to maintain a safe environment if the student refuses to discontinue his/her behavior after being asked; prevent the student from harm or from harming others; quell a disturbance that threatens injury to any person; obtain possession of a weapon; or, protect property [MCL380.1312].

5. **Safety of Pupils and the Property**

Teachers shall be expected to exercise reasonable care with respect to the safety of pupils and property of the pupils. The Board may at its discretion assist the teacher financially in settling or compromising a claim.

6. **Board Property**

Teachers shall be expected to exercise reasonable care with property of the Board, and shall be responsible for loss or damage caused by gross negligence.

7. **Child Abuse**

In accordance with Public Act 238, 1975, teachers will confidentially report, in writing, suspected cases of child abuse to the principal and to protective services.

D. **Complaints**

1. **Parent Complaints**

Principals must notify teachers of parent, student or other complaints, which they deem valid. After such notification, a mutually acceptable time will be arranged for discussion of complaint. The complainant may be invited to meet with the teacher on the complaint. If such complaint is to be made a part of the teachers file or a matter of written record, the teacher will be notified in writing and may submit a written statement to be attached to the file with the original complaint.

2. **Policies, Procedures and Codes**

Teachers will be provided with copies of the discipline code and will have access to district policies in each building office. The individual building procedures will be provided annually by the building principal.

3. **Responsibility**

The Board and Administration recognize their responsibility to give support and assistance to all teachers with respect to maintenance of control and discipline in the classroom. Any member of the Association who feels that the Board and/or the Administration are not living up to their responsibility has cause for a Grievance.

4. **Acceptable Use of Internet/Intranet**

Teachers will receive in his/her opening day packet and/or upon hire, the board's policy on acceptable uses of Internet/Intranet agreement.

Teachers will not be disciplined for a student's independent misuse of the Internet/Intranet, provided that the teacher was performing his/her professional duties.

Teachers will be given notice of any changes and/or policies regarding the Internet/Intranet prior to implementation.

E. **Evaluation of Personnel**

1. **Teachers Reply or Appeal**

In the event that the teacher feels his/her evaluation was incomplete or unjust, he/she may put his/her objections in writing within fifteen (15) days and have them attached to the evaluation report to be placed in his/her personnel file.

2. **Teacher Signature**

Each evaluation shall include the statement, "I have read this evaluation", and shall be signed by the teacher and one copy returned to the administration.

3. **Program**

It is the responsibility of each individual teacher to provide the highest quality education program practical for every boy and girl in the school district. This includes careful daily preparation, attendance at staff meetings and curriculum meetings.

F. **Personnel File**

Any written record used to evaluate the teacher is subject to review by the teacher. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Privileged information, such as, but not limited to, confidential credentials and/or related personal references normally sent at the time of employment are specifically exempt from this review. Teachers will be notified if a written record is to be placed in their personnel file and may make written comments to be attached to said written record within fifteen (15) days unless an extension is requested.

G. **Personal Life of Teachers**

The private and personal life of any teacher is not within the appropriate concern or attention of the Board insofar as there is no interference with the performance of his/her duties or gross violation of Teacher's 1975 Code of Ethics of the National Education Association. No restriction shall be



placed upon the freedom of the teacher to use his/her own time for gainful employment insofar as it does not interfere with satisfactory performance of school duties.

#### H. **Special Education**

Regular classroom teachers shall be given the responsibility for the care and instruction of students who have been identified emotionally impaired, mentally impaired and/or learning disabled if the students have been assigned to a regular classroom by an I.E.P.C. with parental consent, or if the I.E.P.C. determination is pending, or if the parent does not consent to other placement.

#### I. **Students**

##### 1. **Student First Aid**

No teacher shall be required to administer any medication prescribed for a student. Notification to the principal or his/her representative of the need for first aid or medical attention for any student will be made immediately.

##### 2. **Student Disabilities**

When new information concerning a pupil's disability is made known to the school, the teachers should be notified in writing. Internal school mail will be used with a general announcement made that the teachers should check their mailboxes.

##### 3. **Student Health**

Each teacher will be furnished with appropriate information concerning pupil's health problems, when the information is available.

##### 4. **Medical Procedures**

Teachers are not expected to perform actual medical procedures such as changing colostomies, but are responsible for educating themselves about the medical problems of their students.

##### 5. **Student Transportation**

No teacher shall be required to transport any child for any reason.

##### 6. **Teacher Recommendations**

The Board recognizes the special qualifications of the teacher in determining teaching methods and materials and welcomes their suggestions. The Board will request, from time to time, recommendations in this area. The final decision, however, rests solely with the Board and any disagreement shall not be the basis of a grievance.

**ARTICLE VI: Fringe Benefits****A. Conferences**

Upon prior written approval registration fees will be paid in advance. All expenses must be reported, with bills when possible, on the districts "expense form" within seven (7) days upon return from a conference. No payments will be made without this form being filed with the Superintendent. Also note Article XII of the "Master Agreement".

**B. Insurance**

The Board will provide MESSA-PAK for a full twelve (12) month period for the teacher and his/her eligible dependents. Sponsored dependents may be added at the employee's expense.

The Association will be allowed to select the effective date, the MESSA Plans and benefit healthcare coverage with a 30 day notification period to the district.

The employer shall pay the following monthly amounts towards the total cost of the MESSA Pak A medical premium and "Health Equity" (HEQ) Health Savings Account (HSA) funding described below for each plan year.

**Medical Coverage Hard Cap: 2015-2016**

1. \$499.36 per month for Single Subscribers.
2. \$1044.31 per month for Self and Spouse Subscribers.
3. \$1,361.89 per month for Self and Child and Family Subscribers.

These employer paid amounts shall be adjusted to the maximum payment permitted by Section 3 of the Publicly Funded Health Insurance Contribution Act in accordance with any effective dates provided in the Act.

The remaining annual cost for the employee's elected medical plan premiums shall be paid by the employee.

The employee's premium contribution will be payroll deducted, in equal monthly amounts from the employee's paycheck. Employees may elect to have the monthly premium payroll deducted through a qualified Section 125 Plan and, as such, the members' premium contribution will be made with pre-tax dollars. The employer's "qualified Section 125 Plan" shall include any and all of the provisions necessary for pre-tax contributions to employee's HSA accounts administered through HEQ in accordance with state and Federal tax laws.

Employees may elect through payroll deduction and electronic transfer additional money to be deposited into their HEQ/HSA up to the maximum amounts and at times in accordance with Federal law.

All other non-medical MESSA Pak A and Pak B benefits described in the current Collective Bargaining Agreement shall be fully employer (Board) paid.

**Pak A Benefits:**

MESSA Medical Insurance

MESSA/Delta Dental Plan – Class I 100%, Class II 90%, Class III 90%, Class IV 60%, Lifetime max \$1,500, Annual max, \$2,000, 2 Cleanings.

MESSA Negotiated Long Term Disability Insurance – 66 2/3%, max \$3,000, 60 Day

MESSA Negotiated Life Insurance - \$5,000, AD&D \$5,000

MESSA/Vision Service Plan – VSP 2 Silver

**Pak B Benefits:**

In the event the teacher waives Plan A, the Board will provide a cash payment of \$540.00 per month. The employee has the option of applying some or all of the cash payment to his/her Tax Shelter annuity in accordance with federal guidelines. The payment may be made through the district's Board approved Section 125 Plan of the Internal Revenue Code provided the teacher has timely submitted to the payroll office the appropriate completed forms. The teacher who waives insurance must sign a statement indicating he/she is currently covered under another group medical plan.

MESSA/Delta Dental Plan – Class I 100%, Class II 90%, Class III 90%, Class IV 60%, Lifetime max \$1,500, Annual max \$2,000, 2 Cleanings

MESSA Negotiated Long Term Disability Insurance 66 2/3%, max \$3,000, 60 day

MESSA Negotiated Life Insurance - \$5,000, AD&D \$5,000

MESSA/Vision Service Plan – VSP 2 Silver

**Pak C & Pak D Benefits:**

See Appendix E.

**Fringe Benefits** - Pro-rated based on total daily assignment.

**National/State Health Insurance**

Should any specific form of national and/or state health insurance coverage be provided to the employees covered under this agreement by a federal and/or state law, or in the event there is a change in the tax

status of benefits that would adversely affect bargaining unit members, the parties agree to meet to negotiate over the impact of the change(s).

### **Loss of Damage of Personal Property**

Teachers will be compensated for loss or damage to personal property provided said property is necessary for their teaching duties and the building principal is aware said property is on school grounds, and loss or damage is reported in writing to the principal, or his/her designee within three (3) teaching days of such loss or damage. Failure to inform the principal or report loss or damage will cancel any obligation for compensation. Damage or loss must exceed \$10 and a fair market value determined. If fair market value cannot be agreed upon then, a disinterested party may be appointed, who is agreeable to both parties, he/she can then set the fair value which would be binding on both parties. No double coverage will be provided (Insurance and Board) and the Board will not be the primary carrier.

### **Protective Clothing**

The Board shall provide, upon written request of the teachers, sufficient quantities of special and protective clothing and safety devices required by the nature of the teaching assignment.

### **Tax Deferred Annuity**

The Board agrees to make deductions for employees to tax sheltered annuities for all established plans. However, deductions will be made for a new teacher coming into the system with an established plan. The Board assumes responsibility for the amount deducted and deposited with the various companies. All other conditions of responsibility will be between their company and the employee.

All tax deferred annuity and all other deductions, with the exception of HEA, MEA/NEA dues, will be equalized among all paychecks.

## **ARTICLE VII: Requirements for Employment**

### **Filing Credentials**

Every teacher shall hold a valid teaching certificate or authorization or endorsement required by the state, and file credentials, transcripts and applications with the Office of the Superintendent. All teachers shall be highly qualified for his/her position.

If a teacher nullifies a portion of his/her teaching certificate or endorsement without approval of the Superintendent, he/she shall receive a reduction in seniority of three (3) years.

**ARTICLE VIII: Grievance Procedure**

The Hudson Area School Board recognizes the need to provide for the orderly resolution of any grievance arising out of the application or interpretation of the collective bargaining agreement at the lowest possible administrative level.

**A. Abandonment of a Grievance**

Should a grievant fail to take prescribed action within the time specified, and/or leave the employment of the Board, all further proceedings or previously instituted grievance shall be barred. If economic gain or loss is involved, the Association may represent the grievant within the prescribed time limit. Any financial claims against the Board will be limited to the date the grievance was initiated at Level II and up to the time of settlement has been made.

**B. Contents of Written Grievance**

Written grievance as required herein, shall contain the following:

1. It shall be signed by the grievant.
2. It shall be specific.
3. It shall contain a synopsis of the facts, giving rise to the alleged violation.
4. It shall quote at length the Article, Section or subsection of this contract, written district policies, and/or rules or regulations alleged to have been violated.
5. It shall contain the date of the alleged violation.
6. It shall specify the relief requested.
7. Any written grievance not substantially in accordance with the above requirements may be rejected as improper and such a rejection shall not extend the limitations hereinafter set forth.
8. By mutual agreement of the Association (Level III Committee) and the Superintendent (Level IV), grievances that are basically similar in nature and affects more than one grievant, may be processed at Level III and above as a single entity and final settlement will be applied to all pending grievances.
9. Form for filing a written grievance in Appendix D Forms.

**C. Definitions****1. Days**

The term "days" as used herein, shall mean days in which school is in session (student days) during the school year or normal workdays (Monday through Friday) during the summer excluding legal holidays.

**2. Grievance**

A grievance shall be an alleged violation of the expressed terms of this contract. Grievances that develop regarding written policies, rules or regulations may be processed by the Association through Level V (Board). It is expressly understood that the grievance

procedure shall not apply beyond Level V (Board) to those areas in which the Tenure Act prescribes procedures or authorizes a remedy such as discharge and/or demotion.

3. **Grievance Committee**

The "grievance committee" shall be composed of three members of the Association. The function of this committee is further defined in Level III.

4. **Grievant**

The "grievant" is the person making the claim, that there is an alleged violation, misinterpretation or misapplication as provided in this Article.

5. **Party of Interest**

The person who might be required to take action or against whom action might be taken.

6. **Representative**

The grievant shall be represented by the building representative for the Association when requested by the grievant. Any individual employee at any time may present grievances to the Board and have the grievance adjusted, without intervention of the Association, if the adjustment is not inconsistent with the terms of a collective bargaining contract or agreement then in effect, provided that the Association has been given opportunity to be present at such adjustment. Individual grievants may not arbitrate a grievance. The Board hereby designates the Principal of each building to act as its representative at Level I and II as hereinafter described, and the Superintendent or his/her designated representative to act at Level IV.

D. **Exclusions from Grievance Procedure**

1. **Agreement**

Any provisions of this Master Agreement that specifically excludes utilization of this procedure.

2. **Assignment**

Teachers shall be assigned by the Board to positions for which they are qualified as determined by the Board.

3. **Extra-Curricular and Coaching**

Assignment or failure to reassign a teacher to an Extra-Curricular or coaching assignment will be subject to the Grievance Procedure through Level V.

4. **Discipline, Discharge, Evaluation, Assignment, Layoff/Recall of a Teacher**
5. **Any matters which are a prohibited subject of bargaining**

**Tenure and Other Forum**

Any claim or complaint for which there is another remedial procedure or forum established by law or by regulation having force of law, including any matter subject to the procedures specified in the Teacher Tenure Act, Act 4 of Public Acts, Extra Session of 1937 of Michigan, as amended.

**E. General Procedures**

1. These procedures should be processed as rapidly as possible; the number of days indicated for settlement or appeal at each level should be considered a maximum. The time limits can be extended by written mutual consent of the parties involved at any level of the procedures.
2. The aggrieved party should attempt to complete the procedures by the end of the school year. The parties shall make every effort to shorten the number of day provided at the various steps in order to finish by the end of the school year and avoid, if possible, carrying the process into the summer vacation period or the following school year.
3. All parties in interest have a right to a consultant at the formal stages of this grievance procedure.
4. There shall be no restraint, interference, discrimination, or reprisal exerted on any employee for the use of these procedures for resolution of grievances.
5. Failure at any level of this procedure by the aggrieved to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level. Failure at any level of the procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the aggrieved to proceed to the next level.
6. All documents, communications, and records of a grievance will be filed in the school district office separately from the personnel files.
7. Forms for processing grievances shall be prepared by the superintendent or his/her designated representative in cooperation with the Association and will be printed and given appropriate distribution by the parties so as to facilitate operation of the grievance procedures.
8. All parties in interest will process grievances after the regular workday or at other times, which do not interfere with the assigned duties.
9. Every effort will be made by all parties to avoid interruption of classroom and/or any other school-sponsored activities.

10. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
11. Each grievance shall have to be initiated within fifteen (15) days after the occurrence of the cause for the complaint; however, if the aggrieved did not become aware of the occurrence until a later date, then he/she must initiate action within fifteen (15) days following his/her first knowledge of the cause; in failing to thus initiate action, he/she may be considered to have no reasonable grievance.
12. Each party shall pay any and all costs incurred by said party. Arbitration costs shall be shared equally by both parties.
13. The grievance procedure will not be used while an aggrieved is under the jurisdiction of the courts or has resorted to the judicial or administrative process.
14. Hearings and meetings will be established by mutual agreement of the parties of interest.
15. Available information necessary to the determination and processing of any grievance shall be furnished upon specific written request to all parties of interest.
16. A grievance may be withdrawn at any level by mutual agreement of the Grievant and the Board without establishing a precedent.
17. Any teacher may at any time present verbal grievance without the intervention of the Association, and have his/her requests honored if it is not inconsistent with the terms of this Master Agreement.

F. **Procedural Levels**

1. **Level I - Oral Discussion**  
A grievant who believes a violation of the expressed provisions of this contract has occurred shall within fifteen (15) days of its alleged occurrence; orally discuss the grievance with the building principal in an attempt to resolve same. If the building principal's decision is not available within five (5) days from the discussion or twenty (20) days from the occurrence, the grievance will proceed to Level II.
2. **Level II - Written Grievance**  
If the grievant is not satisfied with the Level I disposition or the twenty (20) days has passed, the Grievant shall, within five (5) days file a written grievance and copies will be provided to the Association, Principal and Superintendent. Within five (5) days of receipt of the written grievance by the Principal, a decision in writing will be given to the parties of interest. If no decision has been made after five (5) days, the grievance will move to Level III unless withdrawn by the grievant.
3. **Level III - Grievance Committee**  
If the grievant is not satisfied with the disposition of the written grievance at Level II there shall be filed with the Association Grievance Committee his/her written objections with the



committee and to the Superintendent within five (5) days. Within five (5) days after receipt of the grievance, the committee will render its decision to support or not support continued processing of the grievance. If no decision is rendered, the grievance will be considered terminated.

4. **Level IV - Superintendent**

Within five (5) days after receipt of the written grievance and the Level III decision of the Committee, the Superintendent shall meet with the grievant and/or committee. A decision will be rendered in five (5) days of such meeting and copies sent to all parties of interest. Every attempt by both parties of interest will be made to present all pertinent facts and reasons for the grievance at this level. If no decision is rendered within the five (5) day period, the grievance will proceed to Level V unless withdrawn by the grievant. Attendance at Level IV shall be restricted to those persons officially involved.

5. **Level V - Board Hearing**

In the event the grievant is not satisfied with the disposition of Level IV or it has passed due to in-action to this Level, it will be filed with the Secretary or President of the Board of Education in five (5) days. Within fifteen (15) days from receipt of the grievance, the Board will hold a hearing with all parties of interest for the purpose of arriving at a satisfactory solution. A decision shall be rendered within five (5) days of this hearing in writing to all parties of interest. All documents, communications and records dealing with a grievance will be filed separately from the personnel files of the participants.

6. **Level VI - Arbitration**

If the Board and the Association are unable to resolve any alleged violation of the Master Agreement only, the Association may within five (5) days after a decision has been rendered at Level V request Arbitration in writing to the other parties of interest. If the parties cannot agree as to the arbitrator, the Association shall within fifteen (15) days of receipt of the Board level decision send a written demand for arbitration to the American Arbitration Association and the arbitrator shall be selected by the American Arbitration Association in accord with its rules which likewise shall govern the arbitration proceedings. The Board or Association shall not be permitted to assert in such proceedings any grounds or to rely on evidence not previously disclosed to the other party. All parties agree to be bound by the ruling of the arbitrator, subject to appeal to the courts.

**ARTICLE IX: Teaching Conditions**

**A. Act of God Days**

For the term of this agreement, the following provisions will be adhered to regarding Act of God Days.

1. When school is officially called off, teachers will not have to report to their buildings.
2. When school is officially delayed, teachers will report fifteen (15) minutes before the opening of the student's rescheduled school day. It is understood that the normal day will have to be revised when the beginning of the day is delayed.

3. When scheduled days of student instruction are canceled because of conditions not within the control of the school authorities (Acts of God), the days will be rescheduled at the discretion of the board of education (after negotiating the Hudson Education Association President) to ensure that the number of actual student instruction days required are held in order for the district to receive full state aid. Teachers will receive their regular pay for days that are canceled, but shall work on any rescheduled days with no additional compensation.
4. Rescheduled days will be added to the end of the school year or where appropriate in the district calendar.
5. Should an instructional day be rescheduled and insufficient students attend to count it as a day of instruction, teachers will be obligated to attend a subsequent rescheduling of the instructional day. Teachers will be compensated per diem for the extra day or days.
6. In the event of make-up of student days and instructional hours lost due to circumstances outside the control of the district; make-up for student days and instructional hours will be no more than the state mandated student days and instructional hours needed to qualify for state aid without penalty.
7. The Board and the Association will negotiate any workday changes and the impact of the teacher's day.

**B. School Day and Teachers Hours**

1. **Daily Time Schedule**

No teacher shall be required to report for duty earlier than fifteen (15) minutes before the opening of pupil's regular school day in the morning. All teachers will have the option to leave upon departure of the last school bus at their building unless a staff meeting is scheduled. Teachers are encouraged to remain for a sufficient period after the close of the pupil's school day to attend to those matters which properly require attention at that time, including consultations with parents when scheduled with the teacher, except that on Fridays or on days preceding holidays or vacation, the teacher's day shall end at the close of the pupil's day. In the event one building is closed, (not due to inclement weather), affected teachers will be assigned to work at another site.

2. **Hourly Rate**

The teacher's hourly classroom rate shall be determined in the following manner, with the same formula used for determining deductions:

Full time salary is based on of actual instructional time per day. Teachers working less than full time will be compensated on a per hour schedule based on the actual hours of instructional time compared to the instructional time per day.

3. **Teaching Outside Regular School Day**

Employees teaching an accredited semester class in addition to the pupil's regular school day shall be paid at the hourly rate.

4. **Lunch Period**

All teachers will be provided with a duty free lunch period of no less than thirty (30) minutes unless by request of the teacher who wishes to assume additional duties for compensation.

5. **Pupil Instructional Hours and Days**

The Board and the Association are desirous in complying with the state requirements to reach the minimum number of pupil instructional hours and to reach the minimum of pupil instructional days for each of the school years covered under this agreement.

6. **Decrease or Increase in Instructional Hours**

- a. For a particular school year, if it is determined, the required minimum number of hours of pupil instruction shall decrease from the above listing, the Board and the Association will negotiate how the decrease will impact the teacher's workday prior to the affected school year.
- b. For a particular school year, if it is determined that the required minimum number of hours of pupil instruction shall increase for the above listing, the Board and the Association will negotiate how the increase will impact the teacher's workday prior to the affected school year.

7. **Instructional Days**

- a. The Board and the Association are desirous in complying with the state requirements to reach than the minimum number of pupil instructional days for each of the school years covered under this agreement.
- b. School calendar are attached in Appendix A at the end of the contract.
- c. Any changes in the student-teacher workday will be negotiated before implementation.

8. **After-School Activities**

Teachers are required to attend the annual Open House for the life of this agreement, and participation in after-school activities such as P.T.A. and P.T.O. meetings, public performances of students, concerts, athletic events, student dances, fun night, and other extra curricular activities shall be encouraged by the Board and the Association.

Teachers cannot be required to chaperone any activity that extends beyond the normal school day.

9. **Non-Compensable Duties**

Assignment of non-compensable extra duties is to be the responsibility of the building principal and shall be equitably carried out in a building with careful consideration given to teaching load, experience, interest and ability.

10. **Staff Meetings**

Building and District Staff meetings are important and all teachers are expected to attend providing a weeks notice is given. One staff meeting per month for one hour may be scheduled. The principal or superintendent may call an emergency meeting when necessary, not to exceed thirty (30) minutes past the students' dismissal time.

**C. Pupil-Teacher Ratio**

It is acknowledged that the primary duty and responsibility of the teacher is to teach, and that the organization of the school and the school day should be directed toward insuring that the energy of the teacher is primarily utilized to this end.

Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that in no event shall class size exceed maximum standard of 25 students in grade K-3 and 30 students in grades 4-12, except in traditional large group instruction or experimental classes where the Association has agreed in writing to exceed these limits.

If, for any reason, class size exceeds thirty students in grades 4-12, the Board will hire, or appoint upon written request, an Adult Teacher Aide to work with the teacher for one hour per day, and an additional hour per day for each 5 students above 30 students. The Adult Teacher Aide will perform such non-instructional duties as are delegated by the supervising teacher.

If for any reason, class size exceeds 25 students in grades K-3, the Board will hire or appoint (upon written request) an Adult Teacher Aide to work with the teacher for an average of 1/2 hour per day and as above if class size exceeds 30 students.

**D. Planning Period**

A planning period is for preparation of lesson plans; parent, student or staff conferences; preparations of materials; or other non-instructional duties expected of a teacher.

Teachers will receive no less than one day's notice if there is to be a change in their planning period, except in the case of an emergency.

**E. Weekly Time Schedule**

The normal full-time weekly teaching assignment of the teachers' workday will include five (5) planning periods not to exceed one (1) hour per day. Elementary teachers will have a minimum of two hundred fifty (250) minutes per week or equivalent for planning. Secondary teachers will have no more than five (5) different preparations per day. A preparation shall be defined as a class or a course title. For example: Typing I, II and III would be three (3) different preparations.

**F. Parent-Teacher Conferences**

Parent-teacher conferences will be held in two evenings and one afternoon per semester.

Students will attend sessions all day on a mutually agreed day (i.e. a Wednesday) and parent-teacher conferences will be held on a mutually agreed two-hour time frame (i.e. from 5:00-7:00 p.m.). On the next day students will attend sessions in the morning and dismissed after lunch. Parent-teacher conferences will be held in the afternoon for two hours (i.e. from 1:00-3:30 p.m.). Teachers will receive a one-hour lunch break and a one and a half-hour dinner break.

Parent-teacher conferences will continue in the evening on a mutually agreed two-hour time frame (i.e. 5:00-7:00 p.m.).

If school is canceled or delayed, the Board will notify and negotiate with the Association parent-teacher conference schedule.

**G. Professional Development**

The calendar will indicate professional development days and will be negotiated annually before April 1 and/or prior to implementation. Professional Development days will be listed on the school calendar in Appendix A, as professional development days. The Association shall be given opportunity for input into Professional Development.

**H. Assignment and Vacancies****1. Posting Vacancies**

The Association shall be notified of any bargaining unit vacancy to be filled. Notice of bargaining unit position vacancies determined to be filled by the Board on the district's website, emailed and on a staff bulletin board in each building for ten (10) days prior to being filled except within ten (10) days preceding the beginning of a school year.

Vacancies will be defined as a teaching position under Article II: Recognition and any position listed in Activities and Extra Curricular Classification, that is newly created, and/or results from a leave of absence of a semester or more and/or from a former vacancy, which the Board intends on filling.

Teachers shall be assigned by the Board to positions for which they are qualified as determined by the Board.

2. **Board Right**

The placement and assignment of teachers are made with the primary concern for the needs of the students within the framework of experience, background, and interests of the teacher, provided, however, the Board shall retain the right of assignment or transfer of the teaching staff.

3. **Notification**

Teachers who will be affected by a change in grade assignment in the elementary school grades and by changes in subject assignment in the secondary school grades will be notified by their principals as soon as possible.

**ARTICLE X: Dismissal, Resignation and Discipline**

A. **Representation**

A teacher shall be entitled to have an Association representative present at any meeting involving disciplinary action. This shall not include evaluation conferences. If representation is desired, no action will be taken until an Association representative is present unless immediate action is necessary, provided that it does not delay the meeting by more than one school day, unless the parties agree otherwise.

B. **Teacher Resignation**

Teacher resignations shall be submitted at least sixty (60) days prior to the beginning of the school year, otherwise the teachers tenure rights may be revoked.

C. **Operational Rules**

Operational rules promulgated by the Administration shall remain in effect unless they are contrary to law or the specific terms of this agreement.

**ARTICLE XI: Leaves**

A. **Leaves with Pay**

1. **Administration**

Administrative assignment leave at the discretion of the Superintendent may be approved for the purpose of attending to school business, conferences or visitation of other schools without loss of pay. Travel and meals, lodging and registration shall be deemed appropriate expenses, reimbursable by the Board as shall the cost of substitute teachers

needed to relieve participants. Such attendance shall be approved in advance by the Superintendent and approved administrative days shall count as teaching days.

2. **Association Days**

The Board will allow leave for Association business, provided arrangements for the leave are made at least two (2) school days prior to the leave request. Six (6) days of such absence will be paid by the Board provided no more than four (4) absences occur on any school day. Any substitutes required in excess of the four (4) per day and six (6) per school year will be reimbursed by the Association to the Board. This leave will not be authorized for participation in a strike. Full loss of a day's pay will result for such absence. Use of personal leave days for this purpose will not be allowed.

In the event the Association requests additional Association leave days, the Board may grant up to an additional two (2) days a year.

On the school years the Board and the Association are bargaining, an additional two (2) substitutes will be provided with no reimbursement by the Association to the Board.

The Association shall reimburse the district the cost of retirement contribution for all Association days.

3. **Death - Family**

Leave not to exceed a total of five (5) days will be granted at the time of death or funeral/memorial service in the immediate family, (parents, siblings, spouse, child, parent-in-law, grandparent, son-in-law, daughter-in-law, and steps or any other member of the family or household who has clearly stood in the same relationship as any of these). Such leave will only be granted at the time of death for immediate family. Leave not to exceed a total of three (3) days will be granted for death of a sister-in-law or brother-in-law.

4. **Death - Relative**

Leave not to exceed one (1) day shall be granted for the funeral or funeral/memorial service of a niece, nephew, first cousin, aunt, uncle, siblings in-laws, step family, and/or close friend. Such leave will only be taken at the time of death.

A close friend will be defined as a person the teacher had a relationship with like a family member.

5. **Jury**

Lawfully required absences for jury duty and subpoenaed as a witness in a trial are to be paid by the district. If the teacher receives a per diem payment, this will be presented to the Board of Education to offset district expenses for such leave. Expenses for mileage or meals paid to the teacher will be considered as payment to the teacher for their time and effort.

**6. Medical or Nursing Care**

Three (3) sick leave days shall be granted to make arrangements for medical or nursing care for a member's spouse, dependent child or natural child under 18 years old, parent or other legal dependent living in the household.

**7. Personal**

At the beginning of every school year, each teacher shall be credited with three (3) personal days.

A teacher planning to use personal leave day shall notify his/her principal at least one (1) day in advance, except in cases of emergency. Personal leave days shall not be available for the first or last day of the student's school year. No more than four (4) personal leave days district wide shall be approved for any given day including days immediately before after a holiday or vacation period except in cases of emergency. Unused personal days shall be added to the teacher's sick leave accumulation in the following year.

**8. Sick Leave**

Sick Leave accumulated as of July 1st will be retained the following year as full days. Sick leave while under part-time assignment will be pro-rated on the basis of assignment.

**Acceptable Reasons for Sick Leave**

- a. Personal illness or disability, including pregnancy and childbirth.
- b. Serious illness requiring the teacher's presence of an immediate family member which shall be defined as a teacher's spouse, child, parent, siblings, in-laws, step family and/or legal dependent living in the household.

**Accumulation**

All teachers will be granted sick leave of ten (10) days per year in addition to their accumulation with unused days accumulating to a maximum of one hundred (100) days. Those who have already accumulated over 100 days will retain that accumulation; however, unused sick days will not be added to that accumulation until the total accumulation of day's falls below 100 days.

The new teacher will be granted his/her first ten (10) days after the first two weeks of full-time employment.

Teachers will be informed of their accumulated sick leave at the commencement of the new school year and at the end of the semester.



**9. Unused Sick Leave Leaving System**

Upon leaving for reasons other than retirement and discharge the Hudson Area School System, accumulated sick leave days will be reimbursed at \$20 per day with accumulation at thirty (30) days for the life of the contract. Reimbursement will be made with the first full pay period in July.

**10. Retirement - Unused Sick Leave Reimbursement**

Upon retirement, the Board will reimburse up to one hundred (100) days and sixty five dollars (\$65) per day per day. If the retiring teacher does not exhaust all ten (10) sick days allotted to them in their final year of employment, then they will be eligible for reimbursement of up to 110 days at sixty five dollars (\$65) per day. Reimbursement will be made after the last regular pay for the year.

Unused sick days will be converted to paid days. The teachers will not have the option of receiving cash.

Teachers who are planning on retiring shall submit a written retirement notification to the business office by November 15, if retiring within the first semester, or April 1, if retiring within the second semester. The Board will assist the retiring teacher with the appropriate paperwork for the 403 (b) plan and the deposit of the paid days.

The paid days' payment by the Board will constitute employer contribution under 403 (b) of the Internal Revenue Code (IRC) and within the guidelines of the IRC.

**B. Military Duty**

Teachers will be granted military leave per state and federal laws.

**C. Family Medical Leave Act**

Pursuant to the Family and Medical Leave Act of 1993, an employee who has been employed at least twelve (12) months and worked at least 1,250 hours during the prior 12-month period is entitled to twelve (12) work weeks of leave during any 12-month period without pay but with group health insurance coverage maintained for one or more of the following reasons:

- a. due to the birth of the employee's child in order to care for the child;
- b. due to the placement of a child with the employee for adoption or foster care;
- c. due to the need to care for the employee's spouse, child, or parent who has a serious health condition; or
- d. due to a serious health condition that renders the employee incapable of performing the functions of his/her job.
- e. other reasons as provided by the Act.

A "serious health condition" is defined by the law as an illness, injury, impairment, or physical or mental condition that involves (1) in-patient care in a hospital, hospice, or residential medical care facility or (2) continuing treatment by a health care provider. Any leave taken under this contract for the above purposes shall be charged against the teacher's leave entitlement under the Family and Medical Leave Act at the election of either the Board or the teacher. Other conditions of the Family and Medical Leave Act shall apply to leaves in this section.

Eligible employees are entitled up to twelve (12) weeks during what would otherwise be an unpaid leave of absence. The employee shall use accrued paid sick leave while on FMLA. If an employee fails to return from FMLA leave under his/her own volition, he/she shall reimburse the district the premiums contributions paid by the district.

The twelve (12) month period will coincide with the contract year.

**D. Confirmation**

The Board reserves the right to require confirmation of such illness or injury from a doctor of medicine authorized to practice under the laws of the State of Michigan/Ohio at employee's expense if more than ten (10) days are used in any one school year. In case of an illness requiring an absence of more than one workweek, quarantine, or communicable disease, a physician's written statement of clearance to return to employment must be presented to the supervisor.

If an individual employee has established a pattern of absence that leads the district to suspect abuse of sick leave, the district may require verification of illness or injury from the individual's family/personal physician (general practitioner) who is authorized to practice medicine under the laws of the State of Michigan/Ohio. The Board will pay the examination fee, not covered by any insurance company.

**E. Deductions**

Salary will be deducted for each day absent over the amount of sick leave accumulated or grant from the sick bank language.

**F. Extensions**

Additional leave may be extended upon written request of the teacher and approval of the Superintendent of Schools.

**G. Workers' Compensation**

Absence due to injury incurred in the course of the teacher's employment shall result in benefits being received by the teacher in accordance with the Michigan Worker's Compensation Act exclusively. However, to supplement Workers' Compensation payments, employees who are on Workers' Compensation disability will receive the difference between Workers' Compensation benefits and their regular salary by a pro-rata reduction of their accumulated sick leave. If the duration of the absence taken is less than eight (8) calendar days, one-half of the number of days taken shall not be charged against the teacher's accumulated sick leave days.

**H. Leave Without Pay****1. Disability or Child Care Leave**

Any teacher that can anticipate a prolonged disability (such as scheduled surgery, other confinement to home or hospital including maternity) shall notify the building principal and superintendent in writing as soon as possible. The notification shall contain the projected dates of confinement. It is understood that use of such leave shall be only for the duration of the actual incapacity and the Board reserves the right of written verification and/or consultation with or from a physician. In cases of childbirth notification shall be at least sixty (60) calendar days in advance of the anticipated birth.

Unpaid child care leave for the care of a new baby, newly adopted or seriously ill minor child shall be granted for up to one year.

**2. Leave (Disability)**

A teacher who is unable to teach because of personal illness or disability and who has exhausted all sick leave available shall be granted disability leave of absence up to one year. If the teacher returns to full time employment at the end of such leave, advancement on the Salary Schedule, Appendix B will be allowed. No other fringe benefits will be paid during such leave, unless the teacher elects to utilize Family Medical Leave Act.

The teacher will provide one week's lesson plans and a general overview of the class instructional goals for the remainder of the leave.

**a. Exclusions**

Each case under this provision shall be considered unique and any action taken in this area will not be considered grounds for a grievance.

**b. Failure to Return**

Failure to return from an unpaid leave on the date specified in said leave or application shall be conclusively deemed resignation. An extension may be granted by the Board providing total leave does not exceed one year. Return to employment will be considered most advantageous at the end of the semester or the beginning of a new school year.

**c. Prior Return**

A teacher may make written application to the Superintendent for reinstatement prior to the expiration of the leave granted by the Board of Education provided that she shall make said application at least sixty (60) calendar days in advance of

the requested date of return. The Board of Education reserves the right in its sole discretion to approve accelerated leave on the basis of each individual case.

**d. Return**

Upon the expiration of granted leave, and upon filing with the Superintendent, a written statement by a physician attesting to the proper health, the teacher shall be entitled to return to the school system, not necessarily in the same position held prior to such leave.

**3. Professional**

Any tenure teacher in the Hudson Area Schools may upon written request and may at the discretion of the Board, be granted a leave not to exceed one (1) year for the purpose of study, extensive foreign travel or other activity leading to professional growth. Upon returning to the school system the following year, the teacher will be advanced on the Salary Schedule, Appendix B. No other benefits will be paid during this leave and employment will not be guaranteed in the same position held prior to this professional growth leave.

**4. Falsification**

Any attempt to falsify information with respect to any leave may warrant disciplinary action up to and including dismissal depending upon the circumstances.

**5. Unemployment**

If unemployment is claimed during leave of absence, the employee will reimburse the district for any such cost.

**6. Board Approval**

The Board of Education shall approve all extended leaves of absence.

**ARTICLE XII: Seniority Layoff and Recall**

**A. Seniority**

1. The term "seniority" shall be length of continuous service with the Hudson Area School District in the bargaining unit. The accrual of seniority shall begin from the last date of hire which shall be the first day the employee reported for work from which there has been continuous employment. Time on approved voluntary leaves or transfer to a non-bargaining unit position shall not count toward accrued seniority but shall not constitute a break in continuous service. Time on medical leave and while on layoff shall count towards the accrual of seniority up to a maximum of one year per occurrence. All seniority is lost when

employment is severed by resignation, retirement, non-renewal or discharge for cause. Credit given for outside teaching experience in school districts shall not be considered for the purpose of accumulating seniority.

2. In the event two or more employees have the same date of hire, the employees shall participate in a mutually agreed upon tie-breaking drawing with the Association represented. A drawing will be held among each group of tied employees for purposes of establishing seniority ranking on the seniority list. Any employee leaving employment as defined above will be dropped from the seniority list without affecting the relative order of the remaining employees. Any employee who is added to the tie group after they have been ranked will individually draw a number to determine his/her or her position without changing the relative seniority of the other employees. Notification of all drawings shall be made to participants and the Association at least five (5) days in advance.

Seniority lists shall be posted by October 1 each year. Within fifteen (15) working days of posting the seniority list, any objections to list shall be filed with the Association and the Superintendent. Thereafter, the list shall be final and conclusive.

**B. Recall**

1. Employees shall be notified of recall by registered return receipt mail with a copy to the Association. The notification shall be mailed to the teacher's last known address maintained in the superintendent's office. Failure to respond within ten (10) days of receipt of recall shall be considered as a resignation.
2. Employees can file and receive unemployment under the following conditions:
  - a. Those on layoff who are called back to the same or equal position at Hudson Schools prior to the first reporting day of the school year will be required to reimburse unemployment benefits to the district.
  - b. Those on layoff notice who are called back to the same or equal position at Hudson Schools prior to September 30<sup>th</sup> would be required to reimburse monies received from unemployment compensation only prior to August 31.
  - c. The employee will have the choice in which manner the reimbursement takes place. (i.e. payroll deduction, lump sum), however, it will be repaid in full by the end of the fiscal school year (June 30<sup>th</sup>).
  - d. Those on layoff notice, who are called back to the same or equal position at Hudson Schools after September 30<sup>th</sup>, would not be required to reimburse any unemployment monies received.
  - e. Any employee laid off for ½ or less time would only be required to reimburse 50% or less of unemployment benefits.

**ARTICLE XIII: Employee Purchase or Re-payment  
of Retirement Service Credit**

- A. The Internal Revenue Code (IRC) Section 414(h)(2) permits employer “pick-up” of the employee portion of contributions to a retirement plan, thereby resulting in tax deferral of employee contributions. Under the Michigan Public School Employees Retirement System (MPSERS) plan conditions, teachers may be allowed to: (1) redeposit contributions previously withdrawn plus interest, and when full repayment is made before termination of employment, the previously forfeited service is reinstated in full; and/or: (2) purchase permissive service credit (such as Universal Service Credit, maternity/paternity/child care and non-public school teaching, military active duty, etc.).

Therefore, in order to permit tax deferral for these additional employee contribution amounts, the employer shall adopt the payroll resolution.

The employee that wishes to purchase additional retirement service credit or to repay retirement contributions previously withdrawn (plus interest) shall enter into a binding irrevocable payroll deduction. The employees shall not have the option of choosing to receive the amounts directly instead of having them paid by the employer to MPSERS.

The board will provide the necessary forms and will assist the teachers with questions and answers.

**ARTICLE XIV: Salary Definitions**

**A. Basis for Salary**

The salary for each school year set forth in Appendix A, school calendar is based upon the following number of contract work days: 182 counted pupil instructional days and 179 days of actual instruction for the life of the contract.

Teachers will work a total of 185 work days.

**B. Experience**

The Board may accept full outside teaching experience up to limits of the salary schedule.

**C. Payment**

All employees are paid on a bi-weekly basis in 21 or 26 pays at the teacher's option.

**D. Salaries Placement**

All instructional staff must be on the salary schedule providing they are a full time teacher and under contract as set forth in Appendix B, Salary Schedule.

**E. Verification**

Verification of credit hours must be presented showing date of degree and that the additional hours were completed after degree date, to the Superintendent of Schools prior to September 15<sup>th</sup>, or February 15<sup>th</sup>, so a contract change can be made for the school year. All hours (required semester hours or equivalent) must be completed before, these dates to qualify during that school year. Courses must be in the teacher's subject fields, apply towards a degree program or have prior approval of the Superintendent of Schools from a regionally accredited university or college.

Credit hours earned prior to completion of a teaching certificate shall not be applicable for the salary schedule.

**F. Counselors**

Counselors may be required to work up to an additional ten (10) days during the summer months when other Professional Staff is not scheduled to work. Counselors will be paid a per diem rate for such time and shall submit time sheets for those hours. The hours will be scheduled by agreement with the Counselor and the Building Principal.

**G. Emergency Placement of Teachers**

Teachers and Counselors shall not be required to assume the responsibilities of absent teachers except for short-term emergencies. In the event of such emergencies, the substituting teacher shall receive compensation in the amount of Twenty dollars (\$20.00) per class hour. The Board and Association agree that in no case shall a teacher be responsible for providing a substitute to fill their position.

**H. Extra Curricular and Coaching Schedule****1. Additional Sponsorships**

Classification "2" on the extra duty schedule.

**2. Class Change**

Due to the changing nature of many activities, the Association and Administration may agree to lower or increase a classification by one (1) during the school year. The teacher must apply in writing by September 30<sup>th</sup> for increase consideration and the Board will notify the teacher prior to September 30<sup>th</sup> or the start of any activity if the classification is to be lower than published.

**3. Grandfather**

Any teacher resuming an extra curricular activity or coaching position will be placed on the appropriate experience level based on the number of years of previous experience in that activity in the district.

**4. Noon Duty**

Will be paid at the rate of \$15.00/daily noon hour, bi-weekly. Payroll report must be submitted.

**5. Number**

Although activities appear on the classification schedule, the Board reserves the right to assign employees to an activity, for which they have volunteered, or reduce assignments prior to assignment due to changing needs of the district.

**6. Payment**

Payment for all extracurricular activities that continue throughout the school year will be made on or before December 1, March 1 and June 15. All other activities (athletics or activities that occur for a short time) will be paid closest to the above dates as soon as responsibilities are ended for that activity. These payments will be paid separately from regular bi-weekly pay.

**7. Tenure**

All positions which are compensated under Appendix B, Salary Schedule are determined by the nature of the activity and the teacher assigned to the same will be informed of the duties and responsibilities involved. No tenure in these positions will be granted and there shall be no entitlement to continue in a position from one year to the next.

**ARTICLE XV: Mentor Teachers**

- A. A Mentor shall be as defined in the Revised School Code, and shall perform the duties as specified in the Code. Whenever appropriate, the Mentor shall be a member of the bargaining unit.
- B. Each probationary teacher shall be assigned a Mentor for the first three years in probationary status. The Mentor shall be available to provide professional support, instruction and guidance. The purpose of the mentor teacher assignment is to provide a peer or other educator who can offer assistance, resources and information in a non-threatening collegial fashion.
- C. In grades 6-12, the Mentor shall have expertise in or be of the same subject area as the Mentee. If the Mentee is in an area where no Mentor exists, a Mentor shall be chosen by the building



principal. In grades K-5, the Mentor should be a person in the same grade level. The building principal shall assign such person.

- D. The Mentor assignment shall be subject to review by the Mentor and Mentee after each semester. If either the Mentor or the Mentee desire to terminate the relationship, the building principal shall appoint a replacement Mentor. Participation as a Mentor is voluntary.
- E. Because the purpose of the Mentor/Mentee match is to acclimate the probationary teacher and to provide necessary assistance toward the end of quality instruction, the Board and the Association agree the relationship shall be collegial and shall not, in any fashion, be a matter included in the evaluation of the Mentor or Mentee.
- F. A Mentor who is a member of the bargaining unit shall receive a stipend as set forth in APPENDIX C the extra duty positions. The Mentee shall receive a stipend of \$25 for professional development days approved by administration that are not within the parameters of the regular workday and work year.

**ARTICLE XVI: Severability, Waiver and Duration**

- A. Should any provision of this Agreement or any application thereof is found unlawful, the remainder of this Agreement shall continue in full force and effect.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by the law from the area of negotiations and that the understanding and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement, each voluntarily and unqualified, waives the right and each agrees that the other shall not be obligated to negotiate with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated and signed this Agreement. It is contemplated that matters not specifically covered by this Agreement, but of common concern to the parties shall be subject to discussions upon written request of either party. The parties shall undertake to cooperate in arranging meetings and selecting representatives for such discussion, furnishing necessary information and otherwise constructively considering any such matters.
- C. If an emergency financial manager is appointed by the state under PA 4 of 2011, Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).
- D. This Agreement shall be effective August 26, 2011 and shall continue in effect through August 25, 2015.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals.

**BOARD OF EDUCATION OF HUDSON  
AREA PUBLIC SCHOOL DISTRICT**

**HLCEA, HUDSON EDUCATION  
ASSOCIATION, MEA/NEA**

BY: \_\_\_\_\_

BY: \_\_\_\_\_

**President**

**President**

BY: \_\_\_\_\_

BY: \_\_\_\_\_

**Representative**

**Secretary**

APPENDIX A - SCHOOL CALENDARS

2015-2016

FINAL

HUDSON AREA SCHOOLS  
Calendar

July-15

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January-16

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August-15

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February-16

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

September-15

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

March-16

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October-15

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April-16

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November-15

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May-16

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

December-15

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June-16

S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- Teacher Prof. Development
- K-12 Only Open House 5:30-6:30
- Open House 5:00-6:00 (HS/MS) 5:30-6:30 (Elem)
- 1st Day of School
- PT Cont. - Elem Only
- PT Cont. - All Buildings
- PT Cont. HS/MS Only
- 1/2 day of school
- Variable Day - No School
- 1st Tri Fairs (57 days) 1/2 day Records Day PM
- 2nd Tri Ends (65 days) 1/2 day Records Day PM
- Seniors Last Day
- Graduation Day - 2:00
- 3rd Tri Ends (68 days) 1/2 day for students / 1/2 day

## APPENDIX B

**HUDSON AREA SCHOOLS  
2015-2017 SALARY SCHEDULE**

	BA		BA + 18		MA		MA + 18	
0	36,700		39,009		40,400	-	41,813	
1	37,434	2.00%	39,789	2.00%	41,208	2.00%	42,649	2.00%
2	38,183	2.00%	40,585	2.00%	42,032	2.00%	43,502	2.00%
3	38,947	2.00%	41,397	2.00%	42,873	2.00%	44,372	2.00%
4	39,726	2.00%	42,225	2.00%	43,730	2.00%	45,260	2.00%
5	40,520	2.00%	43,069	2.00%	44,605	2.00%	46,165	2.00%
6	41,331	2.00%	43,931	2.00%	45,497	2.00%	47,088	2.00%
7	42,157	2.00%	44,809	2.00%	46,407	2.00%	48,030	2.00%
8			45,706	2.00%	47,335	2.00%	48,991	2.00%
9			46,620	2.00%	48,282	2.00%	49,970	2.00%
10			47,552	2.00%	49,247	2.00%	50,970	2.00%
11			48,503	2.00%	50,232	2.00%	51,989	2.00%
12			50,443	4.00%	52,242	4.00%	54,069	4.00%
13			52,461		54,331		56,232	
14			54,559		56,505		58,481	
15			56,742	4.00%	58,765	4.00%	60,820	4.00%
16			57,735	1.75%	59,793	1.75%	61,884	1.75%
17			57,735		59,793		61,884	
18			57,735		59,793		61,884	
19			57,735		59,793		61,884	
20			60,621	5.00%	62,783	5.00%	64,979	5.00%
21			60,621		62,783		64,979	
22			60,621		62,783		64,979	
23			60,621		62,783		64,979	
24			60,621		62,783		64,979	
25			64,259	6.00%	66,550	6.00%	68,877	6.00%

APPENDIX C

ACTIVITIES AND EXTRA-CURRICULAR

**Title: Band Director (6-12)**

Base Pay- 0-4 years : \$2784.76

Base Pay- 5 years + : \$3364.11

Activities	Incentive Pay
<b>Marching Band</b>	
Band Plays through halftime of each home contest	\$50
Band Marches in 5 Parades	\$200
<b>Concerts</b>	
4 Middle School and 4 High School Concerts	\$200
3 choir concerts	\$200
<b>Pep Band</b>	
Pep Band plays at 4 Varsity Boys and Varsity Girls Basketball contests ( 5 a piece)- At least through the third quarter	\$400
<b>State Competitions</b>	
Attend District Band competitions (MS and HS)	\$50
MS Band earns state bid	\$100
HS Band earns state bid	\$100
MS Band earns "2" at state	\$125
HS Band earns "2" at state	\$125
MS band earns "1" at state	\$150
HS band earns "1" at state	\$150
<b>Summer Camp</b>	
Holds 1 week summer camp	\$250

Total Possible Incentive Pay: \$1850.00  
 Total Possible Pay (0-4 years): \$ 4634.76  
 Total Possible Pay (5 years +): \$ 5214.11

**Title: Elementary Music Concert Director-**

Responsibilities include: 3 annual elementary music concerts
Pay: \$200 stipend

**Title: Play Director**

Base Pay- 0-4 years: \$1500.00  
 5 years +: \$ 2500.00

Activities	Incentive Pay
<b>Participation</b>	
60-69 students participate	\$150
70 or more students participate	\$250
<b>Presentations</b>	
4 shows	\$250

Total Possible Incentive Pay: \$500  
 Total Possible Pay (0-4 years): \$ 2000  
 Total Possible Pay (5 + years): \$ 3000

**Title: Assistant Play Director**

Responsibilities include: under the supervision of the play director, attend and assist director at all rehearsals and performances.
Base Pay- 0-4 years: \$ 1158.69
5 years +: \$ 1738.04

**Title: Lighting Director**

Responsibilities include: providing lighting and sound services to all school events that need such services. This includes choir concerts, elementary musicals, class day, baccalaureate, drama class productions and other events. The position also includes overseeing, maintaining, troubleshooting, repairing, or facilitating the repair of all of our lighting and sound equipment, some of which is owned by the school and some of which is owned by the drama department.
Base Pay- 0-4 years: 386.23
5 years + : 772.46

**Title: Debate/Drama Director**

Responsibilities include: 1 evening play presentation and competition at county debate events.
Pay: \$1,000 stipend

**Title: Special Ed. Test Coordinator**

Responsibilities include: coordinate all special education MEAP and MME testing activities.
Pay: \$500 stipend

**Title: Yearbook Director**

Responsibilities include: Yearbook design, implementation and sales
Base Pay- 0-4 years: \$1,244.92
Base Pay- 5 years +: \$ 1,824.27

Activities	Incentive Pay
<b>Student Participation</b>	
1-4 students on yearbook staff	\$100
5 or more students on yearbook staff	\$200
<b>Event Coverage</b>	
List of events photographed/turned into Principal	\$100

Total Possible Incentive Pay: \$500  
 Total Possible Pay (0-4 yrs.): \$ 1544.92  
 Total Possible Pay (5 yrs. +): \$ 2124.27

**Title: National Honor Society Director**

Base Pay- 0-4 years: \$ 572.46  
 Base Pay- 5 years +: \$ 1344.92

Activities	Incentive Pay
<b>Service to Others</b>	
All students complete service hours	\$50
Host 2 blood drives	\$50
Host 3 blood drives	\$100
<b>Ceremony</b>	
NHS Banquet	\$50

Total Possible Incentive Pay: \$200  
 Total Possible Pay (0-4 yrs.): \$ 772.46  
 Total Possible Pay (5 yrs. +): \$ 1544.92

**Title: Science Olympiad Director**

Base Pay- 0-4 years: \$ 1500.00

Base Pay- 5 years +: \$ 2000.00

Activities	Incentive Pay
<b>Competitions</b>	
Attend 4 competitions	\$50
Earn State Bid	\$100
3 <sup>rd</sup> Place or Better at State (Class C)	\$250
Saturday Practices for Competitions	\$ 10 per practice (up to \$50 total)
Host a competition at Hudson	\$50
<b>Professional</b>	
State Board Member	\$25

Total Possible Incentive Pay: \$ 525  
 Total Possible Pay (0-4 yrs.): \$ 2025  
 Total Possible Pay (5 yrs. +): \$ 2525

**Title: Mentor**

Base Pay- 0-4 years: \$ 186.23

Base Pay- 5 years +: \$ 379.35

Activities	Incentive Pay
<b>Meetings</b>	
Document Meetings and turn meeting form into Principal for review	
Monthly meeting between mentor and mentee from August to May.	

Total Possible Pay (0-4 yrs.): \$ 386.23  
 Total Possible Pay (5 yrs. +): \$ 579.35

**Title: General Class Advisor**

Base Pay- 0-4 years: \$ 1044.92

Base Pay- 5 years +: \$ 1624.27

Activities	Incentive Pay
<b>Homecomings</b>	
Fall Homecoming Week Activities	\$50
Fall Homecoming Parade/Halftime Ceremony	\$25
Winter Homecoming Week Activities	\$50
Winter Homecoming Halftime	\$25
<b>Prom</b>	
Prom Planning/ Prom Night	\$250
<b>Fundraiser</b>	



Lead Sophomore Fundraiser	\$100
---------------------------	-------

Total Possible Incentive Pay: \$ 500  
 Total Possible Pay (0-4 yrs.): \$ 1544.92  
 Total Possible Pay (5 yrs. +): \$ 2124.27

**Coaches**

Coach:			Name			
Sport:			Sport		<b>History</b>	
# of weeks:			0		Years Coaching:	0
Hours per Week:			0		District Titles:	0
Budgeted Hours:			0		Regional Titles:	0
Positional Base:			\$8.00		State Titles:	0
History:	\$0.10	0	\$0.00			0
Hourly Base:			\$0.00	\$0.00		
<b>Off-Season</b>						
Multiple Sport	\$0.10	0	\$0.00			
Conditioning	\$0.25	0	\$0.00			
AED/CPR:	\$0.25	0	\$0.00			
Sport Clinic	\$0.25	0	\$0.00			
			\$0.00	\$0.00		
<b>In Season Participation</b>						
# of players	\$0.02	0	\$0.00			
Coach Supervision	\$0.05	0	\$0.00			
			\$0.00	\$0.00		
<b>V Head Coaches</b>						
Players in Program	\$0.01	0	\$0.00			
Coaches	\$0.05	0	\$0.00			
			\$0.00	\$0.00		
Per hour pay with incentives:				\$0.00		
		Hourly	Pay	PESG (12.5%)	Total	
Actual Hours (\$8/hr.)	0	\$00.00	\$00.00	\$00.00	\$00.00	

**Appendix C  
Projected Salary Schedule**

<b>Varsity Coaches</b>		<b>2010</b>	<b>2011</b>
<b>Coaches (Name- Stage)</b>	<b>%</b>	<b>Salary</b>	<b>Midline</b>
Baseball Head Varsity (Beal- 5+)	13.5	\$5,865.87	\$4,632.86
Basketball Boys Head Varsity (Perry- 5+)	13.5	\$5,865.87	\$4,685.63
Basketball Girls Head Varsity (Romanowski- 5+)	13.5	\$5,865.87	\$5,000.63
Cheer Competitive Head Varsity (Bailey- 5+)	5.25	\$2,281.17	\$5,315.63
Cheer Sideline Head Varsity (Bailey- 5+)	5.25	\$2,281.17	\$1,500.00
Cross Country Head Boys (Carpenter- 5+)	10.5	\$4,562.34	\$3,188.25
Cross Country Head Girls (Romanowski- 3)	10.5	\$4,562.34	\$2,895.75
Football Head Varsity (Luma- 5+)	13.5	\$5,865.87	\$6,300.00
Golf Boys Head Varsity (Reed- 5+)	10.5	\$4,562.34	\$3,024.00
Golf Girls Head Varsity (Borton- 5+)	10.5	\$4,562.34	\$2,392.03
Softball Head Varsity (Varney- 5+)	13.5	\$5,865.87	\$5,203.13
Track Boys Head (Luma- 5+)	10.5	\$4,562.35	\$3,705.75
Track Girls Head (Romanowski- 5+)	10.5	\$4,562.35	\$3,432.75
Volleyball Head Varsity (Varney- 5+)	13.5	\$5,865.87	\$5,310.00
Wrestling Head (Marry- 5+)	13.5	\$5,865.87	\$6,433.59
Football Varsity Asst. (Luma- 5+)	8.5	\$3,693.32	\$4,350.94
Football Varsity Asst. (Rogers- 5+)	8.5	\$3,693.32	\$4,350.94
<b>JV Coaches</b>		<b>2010</b>	<b>2011</b>
Baseball Head JV (Perry- 5+)	9.5	\$4,127.83	\$3,794.18
Basketball Boys Head JV (Godfrey- 5+)	9.5	\$4,127.83	\$3,772.35
Basketball Girls Head JV (Godfrey- 5+)	9.5	\$4,127.83	\$3,847.05
Football Head JV (Beal- 5+)	9.5	\$4,127.83	\$3,338.38
Football JV Asst. (Messer- 4)	6	\$2,607.05	\$2,972.53
Softball Head JV (Reincke- 5+)	9.5	\$4,127.83	\$4,165.43
Volleyball JV Head (Godfrey- 5+)	9.5	\$4,127.83	\$3,823.88
Wrestling JV Head (Butts- 5+)	9.5	\$4,127.83	\$4,291.88
<b>MS Coaches</b>		<b>2010</b>	<b>2011</b>
Basketball Boys 8 (Rickard- 5+)	7.5	\$3,258.82	\$2,154.60
Basketball Boys 7 (Miller- 5+)	7.5	\$3,258.82	\$1,635.80
Basketball Girls 8 (Hartley- 5+)	7.5	\$3,435.47	\$2,376.86
Basketball Girls 7 (Reincke- 5+)	7.5	\$3,153.58	\$2,205.23
Cheer Comp MS (Bailey- 5+)	3.75	\$1,629.41	\$2,261.25
Cheer Sideline MS (Bailey- 4)	3.75	\$1,629.41	\$1,221.08
Cross Country MS (Romanowski- 2)	stipend	\$800.00	\$1,535.63
Football 8 (Rickard- 5+)	7.5	\$3,258.82	\$2,057.91
Football 7 (Rychener- 0)	6	\$2,607.05	\$1,519.56
Volleyball 8 (Ladd- 1)	6	\$2,607.05	\$1,764.00
Volleyball 7 (Varney- 0)	6	\$2,607.05	\$1,638.00
Track MS (Conklin- 5+)	7.5	\$3,258.82	\$1,730.03
Wrestling MS (Sholl- 5+)	7.5	\$3,258.82	\$2,747.25
Wrestling MS (Deline- 5+)	stipend	\$1,000.00	\$1,000.00

APPENDIX D

GRIEVANCE FORM

Submit in duplicate to Principal and Association. If space is insufficient in any area, please use reverse side and indicate (\*).

Building \_\_\_\_\_

Teaching Assignment \_\_\_\_\_

Name of Grievant \_\_\_\_\_ Date Filed \_\_\_\_\_

**LEVEL I**-Oral Discussion by Teacher and Principal.

**LEVEL II**- Date Grievance occurred \_\_\_\_\_

Statement of Grievance \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Relief Sought \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Teacher Signature \_\_\_\_\_ Date \_\_\_\_\_

Disposition by Principal \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Principal's Signature \_\_\_\_\_ Date \_\_\_\_\_

**LEVEL III** – Grievance Committee Position \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Association's Position \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Association's Signature \_\_\_\_\_ Date \_\_\_\_\_

**LEVEL IV** – Superintendent

Date received by Superintendent \_\_\_\_\_

Disposition by Superintendent \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Superintendent's Signature \_\_\_\_\_ Date \_\_\_\_\_

**LEVEL V** – Board

Date received by Secretary of Board \_\_\_\_\_

Disposition by Board of Education \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Secretary of Board's Signature \_\_\_\_\_ Date \_\_\_\_\_

**LEVEL VI** – Arbitration

Date submitted to Arbitration \_\_\_\_\_

Disposition and Award of Arbitrator \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

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

All provision of **Article VIII, Grievance Procedure** and this Master Agreement \_\_\_\_\_

\_\_\_\_\_, 20\_\_\_\_, will be strictly observed in the settlement of grievances.

APPENDIX E

HEALTH INSURANCE OPTIONS

	<b>PAK A</b>	<b>PAK B</b>	<b>PAK C</b>	<b>PAK D</b>
<b>Medical</b>	MESSA Choices/Choices II	No Medical	MESSA ABC Plan 1	MESSA ABC Plan 2
Deductible	\$500 Single/\$1,000 Family	\$6,480 In Lieu	\$1,300 Single/\$2,600 2 Person & Family	\$2,000 Single/\$4,000 2 Person & Family
Copay	\$20 OV/\$25 UC/\$50 ER			
Prescription Plan	MESSA Saver RX		MESSA ABC RX	MESSA ABC RX
<b>Dental</b>				
Class I	100%	100%	100%	100%
Class II	80%	80%	80%	80%
Class III	80%	80%	80%	80%
Class IV	80%	80%	80%	80%
Annual Max Class I-III	\$1,500	\$1,500	\$1,500	\$1,500
Lifetime Max Class IV	\$1,500	\$1,500	\$1,500	\$1,500
<b>Vision</b>	VSP 2 Silver	VSP 2 Silver	VSP 2 Silver	VSP 2 Silver
<b>NEG. LTD</b>	66 2/3\$ Max \$6,000	66 2/3\$ Max \$6,000	66 2/3\$ Max \$6,000	66 2/3\$ Max \$6,000
Waiting Period	90 Calendar Days Modified Fill	90 Calendar Days Modified Fill	90 Calendar Days Modified Fill	90 Calendar Days Modified Fill
Alcohol/Drug	Same as any other illness	Same as any other illness	Same as any other illness	Same as any other illness
Mental Nervous	Same as any other illness	Same as any other illness	Same as any other illness	Same as any other illness
<b>PAK LIFE</b>	\$45,000 PAK Life	\$45,000 PAK Life	\$45,000 PAK Life	\$45,000 PAK Life
<b>PAK AD&amp;D</b>	\$45,0000 PAK AD&D	\$45,0000 PAK AD&D	\$45,0000 PAK AD&D	\$45,0000 PAK AD&D