

AGREEMENT

between the

OAKRIDGE PUBLIC SCHOOLS

BOARD OF EDUCATION

and the

OAKRIDGE EDUCATION ASSOCIATION

Oakridge Public Schools

Muskegon, Michigan

August 1, 2022 – July 31, 2025

(Amended with LOA November 16, 2022)  
(Amended with LOA February 8, 2023)  
(Amended with LOA February 28, 2023)  
(Amended with LOA August 16, 2023)  
(Amended with LOA October 9, 2023)  
(Amended with LOA March 24, 2024)  
(Amended with LOA April 15, 2024)  
(Amended with LOA May 21, 2024)  
(Amended with LOA July 17, 2024)  
(Amended with LOA August 20, 2024)  
(Amended with LOA October 30, 2024)  
(Amended with LOA November 11, 2024)

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AGREEMENT

This Agreement is made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the "Board", "Employer" or "District" and the Oakridge Education Association, affiliated with the Michigan Education Association, hereinafter referred to as the "Association".

NON-DISCRIMINATION

It is understood that all gender specific terms such as "he/she, his/her" mean employee.

ARTICLE 1 - Recognition

- Section 1.1 The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of the Public Employment Relations Act for professional personnel employed in the following positions: classroom teachers, Fusion teachers, guidance counselors, librarians, social worker, speech therapist and psychologists, hereinafter referred to as "employees", but excluding supervisory, executive personnel, and substitute teachers.
- Section 1.2 The Board agrees not to negotiate with any employees' organization other than the Association as long as the Association is recognized as the exclusive bargaining agent. Nothing contained in this Agreement shall be construed to prevent any individual employee from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.
- Section 1.3 This Agreement shall supersede any School District rules, regulations, or practices which are found to be inconsistent with it.

## ARTICLE 2 - Management Rights

Section 2.1 The Employer retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the exclusive right:

- (a) To determine the number, size and location of its facilities and departments the equipment, machines, technology, material, information, data, systems, supplies and procedures to be utilized in such buildings or branches and to change or discontinue the location or use thereof.
- (b) To make all financial decisions including, but not limited to: the setting, fixing, levying, collection and administration and control of all funds; the financing and borrowing of funds; the annexation, consolidation or other reorganization of the District; and the right to maintain accounts and financial records.
- (c) To determine the organization of management and Administration and the selection of employees for promotion to supervisory and other management functions.
- (d) To supervise and manage the operation of its schools and the educational process and to make all decisions and policies not inconsistent with the terms of this Agreement.

Section 2.2 Except as expressly restricted by this Agreement, the Employer retains the right to manage the academic and business affairs of the District and to direct the working forces of the District, including, but not limited to, the right:

- (a) To determine methods and schedules of work, including technological alterations, the transfer or subcontracting of work, locations of work, the procedures and processes to be used.
- (b) To determine the basis for selection of employees for hiring and the basis for their retention or dismissal during the probationary period.
- (c) To maintain discipline of employees including the right to make reasonable rules and regulations for the purpose of efficiency, safe practice and discipline.
- (d) To generally direct the work of the employees, subject to the terms and conditions of this Agreement, including the right to: hire, to discharge, to suspend or otherwise discipline employees, to assign employees or transfer them to particular jobs, duties or locations either on a temporary or permanent basis; to determine the amount of work needed and job content; to lay employees off; to determine work standards and the quality and quantity of work to be assigned; and to make such studies as it shall require in

connection therewith.

- (e) To make reasonable provisions for the health, safety, and first aid of its employees and students during hours of employment.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Employer, 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 hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.

### ARTICLE 3 - Association and Employee Rights

Section 3.1 Pursuant to Act 379 of the Public Acts of 1965, as amended, the Employer hereby agrees that every employee of the Employer shall have the right freely to organize, join and support any Association for the purpose of engaging in collective bargaining or negotiation and other 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 employee in the enjoyment of any rights conferred by Act 379 of other laws of Michigan or the Constitution of Michigan and the United States that it will not discriminate against any employee with respect to hours, wages, or terms or conditions of employment by reason of his/her membership in the Association or collective professional negotiations with the Employer, or his/her institution of any grievance, complaint or proceeding under this Agreement. It is agreed by the Association that this does not give employees the right to perform duties of the Association during school hours except as otherwise provided herein.

Section 3.2 Both parties specifically recognize the right of the other appropriately to invoke the assistance of the Michigan Employment Relations Commission, or a mediator from such public agency.

Section 3.3 No employee shall be prevented from wearing insignia, pins or other identification or membership in the Association, which are in good taste, and are not considered to impair the normal educational climate of the school. Bulletin boards, in the employees' lounge or general offices shall be made available to the Association. The Association or any employee shall conduct no Association business during normal working hours except by permission from the Administration or as otherwise provided herein. However, the Association President, Grievance Chair, Chief Negotiator and Building Reps may conduct official business without individual situation permission, provided the activity does not interfere with his/her employment assignment.

- Section 3.4 The Employer agrees to furnish to the Association in response to reasonable requests from time-to-time information concerning the financial resources of the District, tentative budgetary requirement and allocations.
- Section 3.5 Nothing contained herein shall be construed to deny or restrict to any employee rights he/she may have under the Michigan General School Laws or Michigan Teachers Tenure Act.
- Section 3.6 All employees shall be entitled to full rights of citizenship regarding lawful religious or lawful political activities within legal constraints providing that the employee does not use the school to promote his/her religious or political beliefs.
- Section 3.7 Freedom of Information Request. The Employer is subject to and will abide by the provisions of the Michigan Freedom of Information Act, PA 442 1976, as amended.
- Section 3.8 Personnel Files. The Employer is subject to and will abide by the provisions of the Bullard-Plawecki Employee Right to Know Act, Act 397, 1978, as amended.
- Section 3.9 Assaults. An employee who is assaulted while in the performance of assigned duties shall promptly report the assault to the Employer. The Employer shall promptly investigate the incident and render such assistance as necessary under the circumstances, including reporting and cooperating with law enforcement authorities.
- Section 3.10 A bargaining unit member with or without his/her representative(s) will be allowed to review his/her official personnel file under the supervision of the Superintendent or his/her designee.
- Section 3.11 Building Representative's Duties. Duties or activities of the building representative shall not be performed during work hours, except with supervisory approval, as follows:
- (a) To attend grievance meetings mutually scheduled to occur during work hours; or as otherwise agreed to in advance by their supervisor.
  - (b) The investigation and presentation of grievances according to the grievance procedure established in this Agreement.
  - (c) The transmission of messages and information, which shall originate with and are authorized by the Local Association or its officers.
- Section 3.12 Compensation Information. Upon request and during normal business hours, the Association shall have the right to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other records of the Employer pertaining to specific grievances of employees within the bargaining unit, but this right of examination shall not permit the Association to remove any such time sheets or other records from the

Employer's premises. Copies of such records shall be provided the Association upon request at the Association's expense at the usual rates.

Section 3.13 Identification of Association Officers and Representatives. The Employer shall be informed in writing of the names of the Association officers and representatives or any changes therein.

Section 3.14 Association Information Requests. Upon reasonable written request and unless restricted by law, the Employer shall make available to the Association such information necessary to assist it in the processing of grievances, administration of the Agreement and the negotiation of successors to this Agreement.

Section 3.15 Association Business. Other than during scheduled break and lunch periods or with the prior written permission of the Employer, the Association, and its representatives, including Building Representatives, may not transact Association business on school property during work hours. The Association agrees that such business shall not interfere with the operations of the Employer and the work being performed by the employees.

Section 3.16 Use of Employer Facilities and Equipment. The Association shall have the right to use the Employer's premises outside of regular school hours for Association meetings in accordance with the Employer's normal scheduling practices upon advance notice to the Administration. Any use of Employer equipment or supplies shall be upon advance approval of the Employer and reimbursement for costs.

Section 3.17 Association Communication. The Association shall have the right to distribute Association material to employees as long as the distribution does not interfere with the operations of the Employer and the work being performed by the employees. This includes the right to place Association communications in designated employee mailboxes, to utilize District e-mail (subject to District use policy), and to post notices on bulletin boards in each of the buildings.

#### ARTICLE 4 - Grievance Procedure

Section 4.1 Definitions:

- (a) A "grievance" is an alleged violation of the expressed provisions of this Agreement.
- (b) The "aggrieved person" is the employee or employees making the claim.
- (c) The term "employee" includes any individual, group of employees who are members of the bargaining unit covered by this Agreement, or the Association.
- (d) A "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
- (e) The term "days" for this Article shall exclude Saturdays, Sundays, holidays and days when the District does not normally conduct business.

Section 4.2 The primary purpose of this procedure is to provide a means for securing, at the lowest level possible, equitable solutions to grievances, which may arise from or bearing on this Agreement.

Section 4.3 The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits in this Grievance Procedure are mandatory but may be extended by mutual written consent. Any complaint or grievance not initiated or appealed within the time limits provided, shall be considered as withdrawn. Any grievance not responded to by the Board or its representatives within the time limits provided may be appealed to the next step.

#### Informal Step

- (a) An employee(s) having a grievance shall, within ten (10) days from the date on which action or lack thereof gave cause for the grievance, contact the immediate supervisor, stating that he has a grievance, what the grievance is about and the alleged violation of the Agreement, for mutual consideration of the claim on an informal basis. If the grievance arises in more than one building, the written grievance shall be filed as set forth in (d) below. Mutual efforts shall be made toward a solution of the problem.

#### 1<sup>st</sup> Formal Step (See Grievance Form, Appendix A)

- (b) Providing the aggrieved employee(s) does not consider the informal grievance under (a) above to be resolved, he/she may file within five (5) days of the informal meeting a formal written grievance with his/her immediate supervisor using Appendix A. Such written grievance shall include pertinent information and follow a format mutually acceptable to the Association and the Board. A copy may be filed with the Association Representative.
- (c) Within five (5) days of receipt of the written grievance, a representative of the Employer (who will normally be the employee's immediate supervisor), will meet with the aggrieved and his/her Association Representative in an effort to resolve the grievance if requested by either party.
- (d) The supervisor shall issue a written disposition within five (5) days of receipt of the written grievance or within 5 days of the meeting in (c).

#### 2<sup>nd</sup> Formal Step

- (e) If the grievance remains unresolved, the Association shall have five (5) days after receipt of the immediate supervisor's disposition to appeal the grievance to the Superintendent in writing.
- (f) Within five (5) days of receipt of the written appeal, the Superintendent



will meet with the Association Representative in an effort to resolve the grievance.

- (g) Providing the Superintendent does not consider the grievance to be resolved he shall have five (5) days after the meeting in (f) to do one of the following:
  - (i) present a written disposition of the grievance to the Association Representative and grievant, or
  - (ii) present a written notice to the Association Representative and grievant that the grievance will be presented to the Board for investigation or hearing as deemed appropriate by the Board for final determination. The Board's determination shall be made not more than thirty (30) days after delivery of notice to the Association that the grievance has been referred to the Board.
- (h) In the event the disposition of the Superintendent or his designee or the Board (as is applicable) is not satisfactory to the Association, then, within thirty (30) days following the date of receipt of the disposition, the Association only, and not an individual employee, may file a demand for arbitration of the dispute with the American Arbitration Association with a copy of the demand delivered to the office of the Superintendent within the same time period, all pursuant to the following rules and conditions. If the Board acts upon a grievance at its July meeting, the Association shall have, upon written advance notice to the Board, forty-five (45) days following the date of receipt of the written disposition in which to demand arbitration according to the procedures described above.
  - (i) The grievance shall relate solely to the application and interpretation of the terms and conditions of this Agreement.
  - (ii) The arbitrator shall have no authority to add to, subtract from modify, change, alter or amend the terms and conditions of this Agreement.
  - (iii) The arbitrator shall have no authority to hear or rule nor will there be any grievance upon any one of the following matters:
    - (1) If the employee or Association has filed a complaint, grievance or claim with a state or federal agency or legal forum on a matter factually or legally related, it is the parties' intent that there be an election of remedies.
    - (2) The termination of or decision not to re-employ or decision to continue on probation any probationary employee.
    - (3) The content of the evaluation of an employee.

- (i) The decision of the arbitrator, if within the scope of his/her authority as above set forth shall be final and binding.

The arbitrator's fee and other expenses of the arbitration shall be shared equally by the parties.

Section 4.4 Either party shall be permitted representation of choice in the formal grievance process, including Association or Board representatives. The advisability of representatives shall be to serve interests of both parties in an effort to reach an appropriate solution to the problem.

Section 4.5 A grievance may be withdrawn at any level.

Section 4.6 Decisions rendered at all levels on formal written grievances shall be recorded in writing and promptly transmitted to parties of interest.

Section 4.7 All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of the participants.

#### ARTICLE 5 - Teaching Hours

Section 5.1 A teacher's regular professional duties are based on a professional work week consisting of approximately forty (40) hours on an average work week. The parties acknowledge that professional duties and responsibilities may require teachers to work more or less time. The District will not regularly assign teachers to work more than forty (40) hours on school property or other duty connected location unless otherwise agreed to in Section 6.1. Employees are required to be on duty and on site fifteen (15) minutes before classes begin and to remain on duty and on site fifteen (15) minutes after classes dismiss unless Section 5.2 applies.

Section 5.2 (a) Building faculty meeting is defined as a special meeting initiated by an administrator or employee to meet with another employee or a small group of employees. Employees recognize that occasionally some building faculty meetings or a meeting with parents may extend beyond the school day. The Board agrees that any of these special meetings on any given school day will not extend any later than one (1) hour after classes are dismissed, except in case of early dismissal for District wide faculty meetings or parent-teacher conferences.

(b) Teachers will not be required to attend a whole staff meeting in addition to the scheduled 'late start meetings', as presented in Schedule C, unless mutually agreed between the building principal and the Association building representative. Such whole staff meetings will begin not more than fifteen (15) minutes

before/after regular student arrival/dismissal and will last not more than one (1) hour before/after regular arrival/dismissal time unless otherwise mutually agreed between the building principal and Association building representative. Whole staff meeting is defined as a meeting initiated by a building administrator for building employees.

Section 5.3 Each high school and middle school teacher shall have no less than a thirty (30) minute, duty free, uninterrupted lunch period.

Section 5.4 Each elementary teacher shall have no less than a forty (40) minute duty free, uninterrupted lunch period.

#### ARTICLE 6 - Teaching Loads

Section 6.1 Each teacher in the Middle School and Senior High School will be normally scheduled for the equivalent of five preparation periods per week. If a teacher at any grade level is regularly assigned a class during his/her preparation period, he/she will be compensated at the correct percentage of his/her base salary.

A teacher requested on a temporary basis to take a class during his/her regular preparation period will be compensated at \$29.00 per period for the 2022-23 school year. This rate will adjust annually at the same rate as Schedule A. No payment will be made for assignment of a class or study hall in place of a regularly scheduled class.

Section 6.2 The Board agrees at all times to maintain a list of substitute teachers. Teachers shall be informed of the protocol to report an absence at least one and one-half (1½) hours before school except in any emergency to report unavailability; it shall be the responsibility of the Administration to arrange for a substitute teacher when feasible.

Section 6.3 Employees who perform administrative duties shall be compensated for such work. The Superintendent and the OEA President will negotiate compensation on a case-by-case basis.

Section 6.4 Special education teachers who are requested to assist with academic scheduling shall be provided released time for that purpose or compensated at the rate specified in Section 6.1 if the work is performed outside of regular duty hours.

#### ARTICLE 7 - Teaching Conditions

Section 7.1 Pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to use reasonable means to meet the guidelines set forth below, considering the District's finances, program/service needs and facilities.

Section 7.2 The following guidelines shall be used:  
(a) Grade Level

Early Kindergarten.....	18 pupils per class
Kindergarten .....	21 pupils per class
Grade 1 .....	21 pupils per class
Grades 2 and 3 .....	25 pupils per class
Grades 4 through 6.....	29 pupils per class
Grades 7 through 12.....	34 pupils per class
	(daily maximum of 150 pupils)

- (b) Exceptions to above class size guidelines:
- (1) The District may reduce the number of pupils per class if classes are conducted in areas designed to accommodate fewer students than set forth in the guidelines in (a) above because of limited facilities or for safety reasons.
  - (2) Large-sized classes (secondary physical education, band, vocal music, and the Fusion Program) are exceptions to the guidelines in (a) above.
- (c) If the guidelines are exceeded after ten (10) days subsequent to the beginning of a semester, the Administration, affected teacher(s) and the Association shall meet for the purpose of reviewing the impact of enrollment and classroom composition on teaching effectiveness. In the event that the above guidelines are exceeded, one of the following remedies will be implemented:
- (1) Mutual consent between the teacher, the Administration and the Association representative that the enrollment is not adversely impacting staff and students.
  - (2) Professional staff may be added.
  - (3) Paraprofessional time may be made available.
  - (4) Overload compensation for elementary classroom teachers will be paid in the amount of \$10 per day per student when the number of students is in excess of the per class guidelines in 8.2(a). Overload compensation for secondary teachers and elementary enrichment teachers will be paid in a prorated amount (based on the number of class periods per day) when the number of students per class is in excess of the per class guidelines in 7.2(a).
  - (5) Other mutually acceptable solutions.
  - (6) In the event that there is not agreement on the adoption of a solution where guidelines have been exceeded, subparagraph 7.2(c)(4) shall be the default remedy for students in excess of the guidelines specified in Section 7.2(a) of this Article, except as specified below:
    - (i) In the event that enrollment in Grades K-1 exceeds 21 pupils, the remedy for student 22 shall be (c)(4) above. If

enrollment in Grades K-1 is 23 or above, three (3) hours of daily paraprofessional time will be provided (1.5 hours for each Kindergarten section).

- (ii) In the event that enrollment at the elementary level (with the exception of Grades K-1) exceeds the above guidelines by three (3) or more students, the default remedy will be subparagraph (c)(3), above.
  - (iii) In the event that the daily enrollment assigned to a secondary teacher exceeds 150 students per day, the default remedy will be \$3 per day for each student in excess of 150 students except for large-sized classes identified in 7.2(b)(2). The secondary students in excess of the 34 students per class guideline are not counted twice when there are overloads in excess of the 150 students per day guideline.
- (d) Where more than one placement is possible to fulfill the terms of a student's IEP, reasonable effort shall be made to equalize the distribution of special education pupils within grades or classes at an elementary or secondary facility.
- (e) In grades K-12, when there are four or more (4) students with IEPs in a regular education classroom and the regular education teacher is required to implement specific accommodations under the terms of those IEPs, a meeting with an administrator and the special education teacher(s) will be held within thirty (30) days of the request of that regular education teacher to assess the implementation of the IEPs and to consider support that may be extended to the regular education teacher in furtherance of that purpose.

Section 7.3 When a student who is eligible for special education services is to be placed in a regular education classroom, all teachers of the grade or class in which the child is to be placed in will be notified of the placement and provided with a copy of the student's Individual Education Program (IEP) for implementation purposes.

Section 7.4 The Employer shall furnish without charge one gym uniform (shirt and pants) for each physical education teacher, and one smock for each art, home economics, industrial arts and science laboratory teacher. The type, quality and cost shall be subject to Employer approval. Each teacher receiving a uniform or smock shall be responsible for cleaning same. Each teacher who is eligible to receive a uniform or smock must requisition same during the first month of his/her current contract.

Section 7.5 When the Employer deems it possible, it shall make available in each school lunch room, restroom and lavatory facilities exclusively for employee use and at least one room, appropriately furnished, which shall be reserved for use as a faculty lounge.

Section 7.6 Telephone facilities shall be made available to employees in performance of duties incident to their position. Toll calls shall require authorization of the

building principal. Use of telephones for personal matters, except in emergency situations, shall be at times other than when assigned responsibility for students. Personal toll calls may not be charged to School District telephones.

Section 7.7 Each employee shall have emergency lesson plans available for use by a substitute teacher, subject to the reasonable policy of the building administrator.

Section 7.8 Each employee shall refrain from discussing matters of a personal nature during class time that are not germane to the subject under study with his/her students.

Section 7.9 Each employee shall fully, faithfully, and properly perform his/her duties in the position(s) to which he/she is assigned. The Association shall not condone any action by an employee who refuses to perform legitimate duties and responsibilities assigned in his/her contract and in this Agreement.

Section 7.10 Each elementary teacher shall have 45-minutes continuous block of daily planning time. Time prior to the start of the student day and recess will not be counted as a portion of the planning time block. It is understood that deviations from this understanding would require the consent of the teacher and principal.

#### ARTICLE 8 - Inclement Weather Days

Section 8.1 The Board shall have the right to reschedule all scheduled days and hours of student instruction which are not held because of conditions not within the control of school authorities, such as severe storms, fire, epidemics, utility power unavailability, water or sewer failure, or health conditions (as defined by city, county, or state health authorities) as well as to ensure the amount of student instruction as prescribed by Michigan law and no loss of state aid. Employees shall be excused from reporting for school on those days and hours which are cancelled due to the above conditions.

Employees will receive their regular pay for days and hours that are cancelled but shall work on the rescheduled days and hours with no additional compensation.

The parties agree that this contract provision has been negotiated to comply with the provisions of the Revised School Code and State School Aid Act and to ensure that the District will incur no loss of state aid. Further, the parties recognize the District's obligation to comply with legal requirements respecting the number of "student instruction" days and hours.

Days and hours of instruction which are required to be rescheduled shall, absent other agreement between the Board and the Association, be rescheduled at the conclusion of the school year as set forth in Schedule C of this Agreement.

## ARTICLE 9 - Curriculum Improvement Programs

Section 9.1 The Board and the Association encourage and support the concept of continued curriculum improvement efforts designed to assist the School District to reach its mission. Any outcomes from curriculum improvement efforts that call for changes in any of the provisions of this contract or affect wages, hours, terms or conditions of employment except with respect to prohibited subjects of bargaining must be agreed to by both the Board and the Association.

None of the foregoing shall be interpreted as a waiver of any rights by the Association or any bargaining unit member or the Board of Education or any of its agents.

## ARTICLE 10 - Seniority

Section 10.1 For the purpose of this Article the following definitions shall apply:

- (a) The term "Seniority" as hereinafter used shall be the length of the continuous service commencing with the last date of hire with the Oakridge School District. Credit given for outside teaching experience in other districts shall not be considered for the purpose of accumulating seniority.
- (b) "Continuous service" means such service was not interrupted by a break inservice except by leave of absence or layoff. A laid off employee is not entitled to experience credit during the time of layoff towards advancement on the salary schedule but shall receive seniority credit for the time spent on layoff. Time spent on an unpaid leave cannot be added to the employee's seniority, except for military leaves.

Section 10.2 The Administration will prepare a tentative teacher seniority list including certification and length of service by October 1 of each year. Such list will be provided to the Association President. Corrections will be submitted in writing to the Administration by November 1 of each school year. Corrections which are agreed upon will be incorporated into the list and a final list will be provided to the Association President by November 15 of each school year.

## ARTICLE 11 - Paid Leaves of Absence

Section 11.1 Definition of Terms.

- (a) "Immediate Family" - Shall include father, mother, husband, wife, child, grandchild, sister, brother, parent-in-law, brother-in-law, sister-in-law-, daughter-in-law, son-in-law, step-child and foster-child.

- (b) "Relative" - Shall include grandparents, uncle, aunt, first cousin, niece, and nephew.
- (c) "Per Diem Basis" - Shall be defined as the employee's annual salary including any extra classes, but excluding any extra duty compensation, divided by the number of employee working days provided in the calendar for that year.

Section 11.2 (a) Employees who are employed at the beginning of a given school year shall be granted ten (10) days of sick leave when they begin employment. Unused sick leave days can be accumulated.

Employees will not be paid for a day of sick leave before they have earned it. The total number of sick days earned for a given school year shall not exceed ten (10) days if the employee is employed for less than ten (10) months or twelve (12) days if employed for twelve (12) months. In the event an employee terminates employment during the work year, the above days shall be pro-rated to the time employed that year. Any overpayment of days in proportion to time worked shall be deducted from the employee's final check.

- (b) Employees who begin employment after the beginning of the school year shall be granted sick leave days proportionate to the number of days worked in relation to the total amount of teacher work days in that school year.
- (c) No sick leave for the current year will be paid to an employee before starting to fulfill the terms of his contract. Accumulated sick leave for previous years will be paid to an employee who is sick at the beginning of the school year. Payment will be based on the previous year's contractual salary.

Section 11.3 Personal Days

- (a) Each employee with less than 10 years of service with the District will be granted two days of personal business leave each year and each employee with 10 or more years of service to the District will be granted three days of personal business leave each year providing that these days cannot be used the first or last day of the school year. Personal days cannot be used on the day before or the day after a holiday, holiday connected weekend, or vacation period except through a personal day lottery explained below. A 48-hour notice must be given to the building Principal prior to the personal leave day, except in the case of an emergency.

Personal business days not used will be added to the accumulated sick



leave total on the last day of the school year.

- (b) Personal day lottery: Employees may exercise the option to use personal days immediately before/after Fall Break, before/after Thanksgiving Break, before/after Christmas Break, before/after Mid-Winter Break, before/after Spring Break, and before/after Memorial Day Weekend, as determined by a random drawing. To be eligible for the random drawing, an employee must submit a request to the Superintendent by the first Friday of September. This drawing shall be conducted by the Superintendent or his/her designee and the Association President or his/her designee by the third Friday in September. No more than 6 employees district wide may use such a day on any one eligible day, and no more than 5% of employees in a building on any one eligible day. If an employee withdraws their request for an eligible personal day after the lottery, a replacement will be determined from the original pool of requests via random drawing by the above designees.

Section 11.4 Absences not covered by the sick leave or personal leave policies will result in a deduction in pay computed on a per diem basis.

Section 11.5 The Principal and/or the Superintendent shall receive certification verifying a claim for compensation for absence, keeping a record of the dates and causes for said absence.

Section 11.6 No employee shall absent himself/herself from regular duties for causes other than personal illness or disability, death in immediate family, or death of a relative, except with permission of an administrator.

Section 11.7 Any absence for causes other than those set forth in the preceding sections and paragraphs shall be subject to conference between the absentee and the Superintendent who shall determine what compensation, if any, shall be made for such absence, his/her decision being subject to approval by the Board of Education.

Section 11.8 Absence due to inclement weather conditions will not be counted as sick leave or personal business if schools are closed for this purpose.

Section 11.9 When school is in session, employees who are absent during extreme weather conditions, will have deductions made in their contractual salary on a per diem basis. The Administration may request evidence to substantiate illness.

Section 11.10 A physician's verification of illness or disability may be required to receive credit for pay purposes when an illness or disability exceeds three (3) days duration or where the Employer reasonably suspects misuse or abuse of leave.

Section 11.11 Leave of absence with pay chargeable against the employee's accumulated sick leave will be granted for the following:

- (a) Personal disability or illness of the employee.
- (b) Illness or emergency in the immediate family of the employee, provided permission is granted by the Administration. Employees using more than ten (10) days per fiscal year shall provide a medical statement that the employee is medically needed.
- (c) Medical or dental appointment which cannot be taken care of outside school hours.
- (d) A maximum of three (3) days for the death of a relative.
- (e) An employee may be given a maximum of three (3) days to attend funeral services of a person whose relationship to the employee warrants such attendance. The employee is obligated to get approval of the Administration prior to such leave.
- (f) An employee who is absent because of an injury or illness compensable under the Michigan Worker's Disability Compensation Act shall have a choice of receiving only the compensation insurance payment or the compensation insurance payment and the difference between the compensation payment and his/her regular salary, to the extent of the employee's accumulated sick leave. If the employee chooses the payment of the difference by the Board, deductions will be made from the employee's accumulated sick leave days at a rate of one-third (1/3) day for each full day of absence until the accumulated sick leave has been used.
- (g) Additional absences shall result in deduction of pay on a per diem basis.
- (h) Each employee's bi-weekly paystub will include the amount of sick leave days accrued/used at that date.
- (i) When subpoenaed as a witness and the employee has no personal business days available.

Section 11.12 Leave of absence with pay not chargeable against sick leave shall be granted for the following:

- (a) The Board agrees that in the event of the death of a school employee the school should extend the proper expression of sympathy which would include allowing some employees, who so desire, to attend the funeral services. Employees requesting such leave shall be required to give at least 24-hour notice that they would like to attend said services. The Administration has the right to determine the number of employees to be excused.
- (b) Absence when an employee is called for jury duty and required by law to serve on a jury, but payment shall be the employee's normal pay less the jury pay excluding

reimbursements for reimbursed travel and expenses. The employee shall furnish record of jury pay.

- (c) Court appearance as a witness when requested by the School District, in litigation connected with the employee's employment by the District.
- (d) Approved visitation at other schools or attendance at educational conferences or conventions for which approval has been given in advance by the Board.
- (e) Time necessary to take a mandatory physical examination as required by law.
- (f) A maximum of five (5) days for a death in the immediate family of the employee or a relative who lives in the home of the employee.
- (g) Whenever an employee is requested by the Board to perform duties of the Association during regular school hours the employee shall be released from regular duties without loss of salary.

Section 11.13 Up to ten (10) days per year, July 1 to June 30, may be used for Association business including participating in negotiations or attending Association meetings or conventions. The Association and Employer shall share the cost of the employee's wages and substitute costs, if any. Association leave requests shall be made five (5) business days in advance to the Superintendent's office, except in case of emergency. The Superintendent may grant up to five (5) employees Association leave for any particular day.

#### ARTICLE 12 - Unpaid Leaves of Absence

Section 12.1 A maximum leave of absence of one (1) year without pay shall be granted a tenure teacher desiring to further his/her education, providing said education is in a field of study related to the teacher's assignment. Said leave of absence will not be given to the teacher to qualify him/her for other teaching and administrative assignments. When said teacher provides evidence of completion of the educational experience for which the leave was given, the regular salary increment for this year shall be allowed. An increment will not be given to the teacher who does not complete a full year of additional educational experience as prescribed in the request for said leave which has been approved by the Board.

Section 12.2 Military leave of absence without pay shall be granted according to the provisions of Michigan and federal law. A teacher shall be entitled to the salary increments and seniority for military service time. Employees required to fulfill annual training duty with reserve units, which conflict with the school calendar, shall be given leave without pay.

Section 12.3 Employees who are elected officers of the State or National Association shall be given a leave of absence without pay for purposes of performing duties of the

Association. Employees given such leave of absence shall not be given credit for annual salary increment. Such leave shall not exceed the term of office held by the employee.

Section 12.4 With at least thirty (30) days written notification to the Board (shorter notice will be accepted where the need for leave is not foreseeable), stating the nature of the child care or emergency situation, any employee who has at least one (1) year of employment will be given a maximum unpaid leave of absence of up to one (1) year for personal disability, for child care or immediate family emergencies. Said employee will forfeit all rights to re-employment if he/she accepts other employment during the leave of absence.

- Section 12.5
- (a) An employee who has been employed five (5) years in the OakridgePublic Schools can request a one (1) year unpaid leave of absence if the certain criteria and procedures outlined below have been met. Each request for the unpaid leave of absence will be considered on its individual merits. The applications shall be submitted in accordance with the provisions of this Article. The particular circumstances surrounding each leave will be reviewed by the Board with the understanding that its decision will in no way establish a precedent. The decision of the Board as to whether such leave shall be granted is final.
  - (b) The employee can request only one such leave every seven (7) years and not consecutive. The number of employees who can be on leave during any one year shall be determined by the Board.

Section 12.6 The following conditions shall apply to all of the above unpaid leaves of absence referred to in this Article:

- (a) Salary increment shall not accrue (except for military leaves and leaves taken under the Family Medical Leave Act after August 31, 2004) but position on the salary schedule shall be retained. Position shall be determined as that held by the employee at the time the leave was granted.
- (b) Sick leave shall not accrue, but unused sick leave days held at the start of the leave shall be reinstated upon return.
- (c) Other fringe benefits shall not be paid, except as otherwise required for employees eligible under the Family and Medical Leave Act.
- (d) Requests for unpaid leaves shall be in writing at least sixty (60) calendar days preceding the start of the leave, except for leaves taken under the Family and Medical Leave Act where thirty (30) days' notice is required for foreseeable leaves.

- (e) The employee on leave must give written notice that he/she desires to return to work ninety (90) days prior to the end of the leave of absence and may return at the beginning of the school year or at the beginning of the second semester unless agreed otherwise by the employee and the Superintendent.

### ARTICLE 13 - Protection of Teachers

Section 13.1 The Board and the Association recognize that classroom management is a joint responsibility. The Board will give all reasonable support and assistance to employees in the maintenance of classroom management. The Association recognizes that in large measure, the employee's effectiveness in the classroom is governed by his/her ability to effectively manage the students.

Section 13.2 Whenever it appears that a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, or related specialists, not employed by the Oakridge School District, it is the employee's responsibility to report the need to his/her building Principal. The Board will take reasonable steps to relieve the teacher of responsibilities with respect to such pupil. The Board reserves the right to determine what is reasonable.

Section 13.3 Any case of assault by or upon an employee shall be promptly reported to the employee's immediate supervisor. The Administration will promptly investigate the complaint and take whatever action is reasonably necessary to protect the employee.

Section 13.4 If a teacher is sued by reason of disciplinary action taken against a student, the Board will offer to supply legal counsel of its selection and render all reasonable assistance to the defense of the employee, providing the employee's action was in conformance with existing school policies. If the employee does not accept the counsel provided, there shall be no further responsibility under this section for the Board to provide counsel or assistance.

Section 13.5 The Board will supply workers' compensation and employer's liability insurance for employees.

Section 13.6 Claims for loss, damage or destruction of an employee's personal property may be submitted to the Board, who will consider each case on its individual merit.

Section 13.7 No polygraph or lie detector device shall be used in any investigation of an employee.

### ARTICLE 14 - No Strike Clause

During the term of this Agreement neither the teacher organization nor any person acting in its

behalf will cause, authorize, or support, nor will any of its members take part in, any strike against the Oakridge District (i.e., the concerted failure to report for duty, or willful absence of a teacher from his position, or stoppage of work or abstinence in whole or in part, from the full faithful and proper performance of the teacher's duties of employment) for any purpose whatsoever.

## ARTICLE 15 - Compensation

### Section 15.1 Salary

- (a) The salary schedules are attached as Schedule A.

#### **2022-23**

- Eligible employees shall receive column changes based on academic attainment.
- Employees shall advance one step over their 2021-22 step.
- Schedule A shall increase 3%
- Step 1 shall be eliminated. Employees on Step 1 shall be placed on Step 2.
- The Schedule A step numbers shall be converted to letters as presented.

#### **2023-24** (Amended per Letter of Agreement dated August 16, 2023)

- Eligible employees shall receive column changes based on academic attainment.
- Employees shall advance one step over their 2022-23 step.
- Schedule A shall increase 3.07%
- Step A and B shall be eliminated. Employees on Step A and B shall be placed on Step C.
- The Schedule A step letters shall be converted to numbers.

#### **2024-25** (Amended per Letter of Agreement dated August 20, 2024)

- Eligible employees shall receive column changes based on academic attainment.
- Step 1 on Schedule A shall be eliminated.
- Step 28 on Schedule A shall be added as presented.
- Employees shall advance one step over their 2023-24 step.
- Schedule A shall increase 3.0%

- (b) Extra Duty Compensation is set forth in Schedule B.
- (c) The school calendar(s) covered by this contract are attached as Schedule C.
- (d) Per diem shall be defined as the employee's annual salary, including any

extra classes, but excluding any extra duty compensation, divided by the number of employee working days provided in the calendar for that year.

- (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 to the Association.
- (f) All employees will receive compensation as set forth in Schedule A in 26 pays from September 1 through August 31, to the extent permitted by law.
- (g) Teachers who are new to the Oakridge District may be allowed credit for experience in other districts at the option of the Board of Education.
- (h) A teacher pre-authorized to be paid to work on a temporary basis outside of contractual hours shall be compensated at \$30.80 per hour for the 2024-25 school year. This compensation shall adjust annually at the same rate as Schedule A.

Section 15.2 Eligibility for mid-year schedule conversion by an employee for pay purposes is dependent on declaration of intent by September 1 of the school year in question. Employees who earn college credits prior to the end of the first semester of the school year, which would give them sufficient credits to meet the minimum standards of a new salary track, will be paid the pro-rated salary increase for the second semester of the school year. The employee must provide proof of college credits and/or completion of degree requirements by March 1 of said school year.

Section 15.3 Credit for vocational experience:

Teachers, certified for Vocational Education Programs, will be paid an additional fraction of two increments which correlates with their placement on the salary schedule and the fraction of their assignment related to State or Federally approved programs for which the Oakridge District receives additional revenue.

Section 15.4 Salary Placement and Benefits of Part-Time Teachers

Employees who do not work a full day or a full year will receive that proportion of the salary designated for the step and degree which correlates with their experience and degree.

In determining the experience credit for Schedule A of an employee who doesn't work full time or a full year, the employee will receive no experience credit if the number of days worked during the school year is less than forty-seven (47).

The employee will receive one-half (1/2) year experience credit if the number of days worked during the school year is forty-seven (47) through one hundred thirty-eight (138).

The employee will receive one year experience credit if the number of days worked during the school year is more than one hundred thirty-eight (138).

"Days worked" shall include student and non-student attendance days. This section shall not affect employees on a paid leave of absence or on a leave of absence for which experience is granted for salary schedule placement.

Section 15.5 An employee who works one-half (1/2) a school day will be given one-half (1/2) experience credit for each school year completed. An employee who works one semester will be given credit for one-half (1/2) of a year of service. Employees who do not work a full day or a full year will only be entitled to benefits which corresponds with the proportion of time they work in comparison with full time, full year work, rounded to the nearest 0, one-half (1/2) or (1) (i.e., no benefits, one-half of benefits, or full benefits). Example: An employee who works one-half (1/2) day or one semester will only be entitled to one-half (1/2) of benefits of a person working a full day and a full year.

Section 15.6 Schedule B

Any and all positions regarding extra-curricular activities, including but not limited to athletic coaching positions and other non-tenure assignments, are yearly assignments. However, such assignments shall continue the following year unless notified otherwise within 45 calendar days after the end of the athletic coaching season or the conclusion of the extra-curricular assignment. The Board shall make the determination whether or not to assign any individual to a coaching or other extra-curricular assignment. If bargaining unit members who apply are not qualified for the job, the position will be filled at the sole discretion of the Board.

Section 15.7 Any teacher with fifteen (15) or more years of service to the District shall be entitled to \$20 per day reimbursement for up to one-hundred thirty (130) accumulated sick days upon retirement from the District.

A bargaining unit employee with fifteen (15) or more years of service to the District who provides notice of his or her retirement ninety (90) calendar days in advance of their retirement effective date, shall receive \$30 per day for up to one-hundred thirty (130) accumulated sick days upon his or her retirement from the District.

In the event of the teacher's death while still in the employ of the District, accrued monies shall be paid to the teacher's spouse or designated beneficiary.

Section 15.8 Teachers required in the course of their work to drive private automobiles shall receive a car mileage allowance equal to the current allowance, as established by the Internal Revenue Service.

#### ARTICLE 16 - Fringe Benefits

Section 16.1 The Board shall provide to the employee who works full time the following MESSA insurance for a full twelve (12) month period for the employee and



his/her entire family and any other eligible dependents, as defined by MESSA. The employer shall sign an Employee participation agreement.

Section 16.2 Medical Benefit Plan Coverage Year (MBPCY) and Treasury Hard Caps the Employer's annual contribution for medical benefit plan costs (including annual costs or illustrative rate and any payments for reimbursement of co-pays, deductibles, or payments into health savings accounts, flexible spending accounts, or similar accounts used for health care costs) for health insurance shall be the hard cap rates set by the Michigan Department of Treasury for a MBPCY.

The MBPCY shall be a 12-month period January 1 - December 31.

The District will continue to adopt the hard cap rates determined by the Michigan Department of Treasury for medical benefit plan coverage years beginning on or after January 1 of each year unless the contract expires and PA 54 requires a freeze on wages and benefits.

In the event that this arrangement is found to violate PA 152, bargaining unit employees shall be responsible for all medical benefit plan costs in excess of the Board's hard cap contribution, which will be obtained through payroll deduction.

Bargaining Unit employees shall be responsible for all medical benefit plan costs in excess of the Board's contribution, as designated above, which will be obtained through payroll deduction set to occur during the first and second pay periods of each month.

Before adjusting a bargaining unit employee's payroll deduction, the Superintendent will provide reasonable notice to the employee.

### Section 16.3 Insurance Plans

#### **Plan A**

MESSA Choices 2 - \$500/1000, 0% Co-Ins, \$20 Office Visit, Saver RX w/MM  
MESSA Choices 2 - \$1000/2000, 20% Co-Ins, \$20 Office Visit, RX SRX Mail  
MESSA ABC 1- \$\$1400/2800\*, 0% Co-Ins, Office Visit, (N/A), ABC Rx w/  
MM  
MESSA ABC 2- \$2000/4000, 20% Co-Ins, Office Visit (N/A), ABC Rx

\*Rates will adjust at the Federal established rate for HSAs.

Employees selecting a MESSA ABC insurance plan shall elect, during the corresponding open enrollment period, to have the Board either:

Option (1): fund the employee's individual HSA Health Equity account in the amount of 1/12<sup>th</sup> of the ABC insurance plan HSA deductible on the

first business day for each month of the plan year; or

Option (2): Decline the employer's deposits into the HSA Account described in Option 1. If Option 1 is selected, the amount equal to the deductible for the ABC insurance plan will reduce the employee payroll contribution amount in lieu of it being deposited into the employee's HSA account.

For the MESSA ABC Insurance Plan, Employees may change the above election annually during the corresponding open enrollment period only. Employees not notifying the district of their selection during the open enrollment period shall default to option (1).

The parties understand that in the event the minimum deductible necessary for the ABC insurance plan to comply with HSA eligibility is increased beyond the current deductible level, the deductible will automatically adjust to meet the federal minimum requirement on the next January 1.

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

Employees may contribute, through payroll deduction and electronic transfer, additional money towards their Health Savings Account (HSA) up to the maximum amount allowed by Federal law.

New employees electing Plan A or employees switching to Plan A shall enroll in one of the MESSA Choices 2 plans. Such employees may only elect to switch to the MESSA ABC Plan 1 or ABC Plan 2 health insurance plans effective January 1 of a calendar year.

At the Association's request, the Board shall make adjustments to the current MESSA insurance plan, provided there is no increase in cost to the District.

Plan A includes the following fully paid by the Board:

- Delta Dental Plan (with COB) (100/80/80/80-1300); Sealant Rider
- Negotiated Life - \$45,000 AD & D and WOP
- Vision (with COB) - VSP-3 Plus
- LTD (66 2/3%; \$5,000 monthly maximum benefit; 60-day CDMF; no COLA)
- Change from Family to Primary for social security offset

Full time employees not electing MESSA-PAK Plan A will select MESSA-Ancillary Plan B

## **Ancillary Plan B**

The Employer will provide employees not electing health insurance the following fully paid by the Board:

Delta Dental Plan (with COB) E/007 (100/80/80/80-1300): Sealant Rider  
Negotiated Life - \$45,000 AD & D and WOP  
Vision (with COB) - VSP-3 Plus  
LTD (66 2/3%; \$5,000 monthly maximum benefit; 60-day CDMF; no COLA)  
Change from Family to Primary for social security offset

In addition, those selecting Plan B will receive \$175.00 per month.

Cash in lieu of benefits is only available to eligible unit members who voluntarily and in writing opt out of health benefits coverage offered under Plan A and who provide documentation to the Board that the employee is enrolled in other health coverage that meets the minimum value and coverage requirements of state and federal law. This paragraph will not be enforced if no longer required by law.

Section 16.4 Teachers who work less than a full day shall be entitled to the above insurance benefit on a pro-rated basis to be determined by the proportion of time they work compared to a teacher who works full time for a full year.

Section 16.5 Teachers hired after September 1<sup>st</sup> shall be entitled to the above insurance benefit on a pro-rata basis to be determined by the proportion of time, they work compared to a teacher who works full time for a full year.

Section 16.6 In the event an employee is terminated or resigns during the school year the insurance shall be continued until the employee has received the pro-rata portion of the 12-month insurance year earned at the time of the termination or resignation. Continued insurance coverage is contingent upon the employee's payment of medical benefit plan costs in excess of the Board's contribution to be paid directly to the District.

Section 16.7 In the event an employee dies during the school year, and providing the policy permits continued coverage, the Board shall continue to contribute toward the applicable premiums for the deceased employee's dependents through August 31<sup>st</sup> as the Board is doing for other comparably situated employees at that time as if the member were still alive. If the employee dies after the completion of the school year, and providing the policy permits continued coverage, the Board shall continue payments of the applicable premiums for the deceased employee's dependents through August 31<sup>st</sup> of that year as the Board is doing for other comparably situated employees at that time as if the member were still alive. Continued insurance coverage of the dependent(s) of the deceased employee is contingent upon payment of medical benefit plan costs in excess of the Board's contribution to be paid directly to the District.

Section 16.8 The Board shall make payment of insurance premiums for all eligible bargaining unit persons to assure insurance coverage for a full twelve (12) month period commencing September 1 and ending August 31<sup>st</sup> (except as otherwise provided herein). Continued insurance coverage is contingent upon the employee's payment of medical benefit plan costs in excess of the Board's contribution to be paid directly to the District.

Section 16.9 The open enrollment period shall be jointly established by the Board, the Association and MESSA. The Board shall be responsible for providing insurance information including applications and claim materials.

Section 16.10 (a) Paid Leave. If an employee takes a paid sick leave, the above fringe benefits shall continue uninterrupted during the paid sick leave. Fringe benefits will continue through the end of the month in which the employee's paid sick leave was exhausted. Continued insurance coverage is contingent upon the employee's payment of medical benefit plan costs in excess of the Board's contribution to be paid directly to the District.

(b) Unpaid Leave. In the event an employee is on an unpaid sick leave, the above fringe benefits shall continue uninterrupted at no cost to the Board. The Board shall have no obligation to pay any premiums during an unpaid sick leave or when an employee becomes eligible for long term disability benefits with a waiver of premium feature.

Section 16.11 Newly hired employees must report for work before the Board is obligated to pay any premiums on their behalf.

Section 16.12 The Board will administer a Cafeteria Plan under Section 125 of the Internal Revenue Code.

Section 16.13 It is the responsibility of each eligible bargaining unit member to comply with all requirements of eligibility, enrollment and coverage specified in the Cafeteria Plan and/or by any insurance carrier, insurance policyholder or third-party administrator pertaining to the underlying benefits set forth in the Cafeteria Plan. These responsibilities shall include, but shall not be limited to, initial enrollment, benefit election, and submission of all information necessary for claims processing and/or claims administration.

Section 16.14 Any and all disputes regarding coverage and claims processing with respect to the foregoing insurance plans shall be solely between the eligible bargaining unit member and insurance carrier, policyholder and/or third-party administrator. Any disputes relative to the administration and/or operation of the Cafeteria Plan shall be resolved in conformance with the Claims Procedure section of that Plan. It is agreed that the sole obligation of the Board shall be to make such premium payments required under this Article and other payments as may be authorized by the Cafeteria Plan during the period of a bargaining unit member's eligibility for

participation in that Plan and for fringe benefit plan enrollment under this Agreement.

Section 16.15 In the event that an eligible bargaining unit member waives available coverage(s) under the Cafeteria Plan and thereby elects to receive additional compensation under Plan B, pursuant to the terms of the Plan, any direction of that compensation to a tax-deferred annuity under Section 403(b) of the Internal Revenue Code or within the meaning of Section 1224 of the Revised School Code (or its successor) shall be regarded as a voluntary and elective contribution made by the teacher through salary reduction.

Section 16.16 403(b) tax deferred annuity plan:

- (a) For the purposes of IRS compliance, administration, and processing of payments related to employee contributions to 403(b) tax deferred annuity plans, the parties agree that a third-party administrator (TPA), not having a vendor relationship with the District's Plan, may be utilized.
- (b) The parties further recognize and agree that MEA Financial Services is a vendor in the District's 403(b) plan.
- (c) The parties further understand and agree that the IRS regulations regarding the administration of 403(b) plans continue to evolve and it is the intent of the parties to comply with all IRS and legal requirements. Plan documents will be shared with the Association and all bargaining unit members who are eligible may participate in the plan.

#### ARTICLE 17 - Miscellaneous Provisions

Section 17.1 The Employer shall post a copy of this Agreement to the website after it has been executed by all parties.

Section 17.2 All teachers in the system will be given non-transferable season passes for self and one guest for all home team athletic events, plays and performances, excluding student sponsored or student fund-raising activities, and other activities not covered where teacher attendance would cause the school or a school connected organization loss of revenue or added expense.

Section 17.3 Each school year the Board shall provide for each teacher, as soon as possible, a directory of Oakridge teachers and staff complete with work telephone number, position, and building assignment.

Section 17.4 No provision of this contract shall serve to prevent, hamper, limit, etc., the planning, organization, administration, operation or evaluation of special education projects, pilot programs, experimental programs or research projects, as

approved by the Board of Education to be in the best educational welfare of the District and which may involve personnel of this School District and others not employees of the District.

Section 17.5 The Association recognizes that the Board of Education is not liable for unauthorized purchases made by the teachers of the Oakridge School District.

Section 17.6 An Emergency Manager appointed by law is authorized to reject, modify, or terminate this Agreement as provided by law.

Section 17.7 The parties will meet to negotiate a successor contract at least 45 days before contract expiration unless the parties mutually agree to a different timeline.

DURATION OF AGREEMENT

This Agreement shall be effective upon ratification and shall continue in effect until July 31, 2025. While negotiations on a new Agreement are in process, this Agreement will remain in full force and effect (subject to legal constraints including PA 54 of 2011) until superseded by the new Agreement, unless terminated by written notice given to the other party ten days prior to the date of proposed termination, which may be any date on or after July 31, 2025.

Signed this 29th day of August 2022

OAKRIDGE EDUCATION ASSOCIATION

OAKRIDGE PUBLIC SCHOOLS

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: President -Dominic Taylor

Its: Board President-Jeff Kartes

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: Vice President-Kelly Carlson

Its: Board Secretary-George Tindall

By: \_\_\_\_\_

Its: Superintendent- Tom Livezey

SCHEDULE A – Salary Schedule – 2022-23

<b>Step</b>	<b>Index</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>
A	1.000	\$43,957	\$47,427	\$48,584
B	1.019	\$44,802	\$48,339	\$49,518
C	1.038	\$45,647	\$49,251	\$50,452
D	1.115	\$49,029	\$52,889	\$54,190
E	1.139	\$50,085	\$54,040	\$55,358
F	1.163	\$51,142	\$55,180	\$56,525
G	1.188	\$52,199	\$56,320	\$57,693
H	1.212	\$53,255	\$57,460	\$58,861
I	1.236	\$54,312	\$58,600	\$60,029
J	1.260	\$55,369	\$59,740	\$61,197
K	1.284	\$56,425	\$60,880	\$62,365
L	1.308	\$57,482	\$62,020	\$63,533
M	1.332	\$58,539	\$63,160	\$64,701
N	1.356	\$59,595	\$64,300	\$65,869
O	1.380	\$60,652	\$65,440	\$67,036
P	1.404	\$61,709	\$66,580	\$68,204
Q	1.428	\$62,765	\$67,720	\$69,372
R	1.452	\$63,822	\$68,861	\$70,540
S	1.476	\$64,879	\$70,001	\$71,708
T	1.500	\$65,935	\$71,141	\$72,876
U	1.524	\$66,992	\$72,281	\$74,044
V	1.548	\$68,049	\$73,421	\$75,212
W	1.572	\$69,105	\$74,561	\$76,379
X	1.596	\$70,162	\$75,701	\$77,547
Y	1.620	\$71,219	\$76,841	\$78,715
Z	1.644	\$72,275	\$77,981	\$79,883
ZZ	1.668	\$73,332	\$79,121	\$81,051
ZZZ	1.692	\$74,389	\$80,261	\$82,219
ZZZZ	1.716	\$75,445	\$81,401	\$83,387

SCHEDULE A – Salary Schedule – 2023-24

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>
1	48,017	51,729	52,996
2	49,500	53,486	54,815
3	51,623	55,699	57,057
4	52,712	56,874	58,261
5	53,801	58,049	59,465
6	54,890	59,224	60,668
7	55,979	60,399	61,872
8	57,069	61,574	63,076
9	58,158	62,749	64,279
10	59,247	63,924	65,483
11	60,336	65,099	66,687
12	61,425	66,274	67,891
13	62,514	67,449	69,094
14	63,603	68,624	70,298
15	64,692	69,799	71,502
16	65,781	70,975	72,706
17	66,870	72,150	73,909
18	67,959	73,325	75,113
19	69,049	74,500	76,317
20	70,138	75,675	77,521
21	71,227	76,850	78,724
22	72,316	78,025	79,928
23	73,405	79,200	81,132
24	74,494	80,375	82,336
25	75,583	81,550	83,539
26	76,672	82,725	84,743
27	77,761	83,900	85,947



SCHEDULE A – Salary Schedule – 2024-25

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>
2	50,985	55,091	56,459
3	53,172	57,370	58,769
4	54,294	58,580	60,009
5	55,415	59,790	61,248
6	56,537	61,001	62,488
7	57,659	62,211	63,728
8	58,781	63,421	64,968
9	59,902	64,631	66,208
10	61,024	65,842	67,448
11	62,146	67,052	68,688
12	63,268	68,262	69,927
13	64,389	69,473	71,167
14	65,511	70,683	72,407
15	66,633	71,893	73,647
16	67,755	73,104	74,887
17	68,876	74,314	76,127
18	69,998	75,524	77,366
19	71,120	76,735	78,606
20	72,242	77,945	79,846
21	73,364	79,155	81,086
22	74,485	80,366	82,326
23	75,607	81,576	83,566
24	76,729	82,786	84,806
25	77,851	83,997	86,045
26	78,972	85,207	87,285
27	80,094	86,417	88,525
28	81,215	87,627	89,764

SCHEDULE B – Extra Duty Compensation

<b>YEARS EXPERIENCE IN SAME SPORT OR ADVISOR ROLE</b>	<b>BASE – parties agree to revisit discussions on Schedule B during the 2022-23 school year to study conference compensation.</b>
Year 1, 2	\$39,148
Year 3, 4	\$39,915
Year 5, 6	\$40,683
Year 7, 8	\$41,450
Year 9, 10	\$42,500

<b>SPORT</b>	<b>POSITION</b>	<b>% of BASE PAY</b>
Baseball	Varsity Head Coach	10.5%
	Varsity Asst. Coach	5.5%
	J.V. Head Coach	7.8%
Basketball	Varsity Head Coach	14.6%
	J.V. Head Coach	9.7%
	Freshman Head Coach	8.1%
	Middle School Head Coach	5.5%
	Middle School Asst. Coach	4.0%
Bowling	Varsity Head Coach	8.1%
Cheer Sideline	Varsity Head Coach	8.1%
	Middle School Coach	4.0%
Cheer Competitive	Varsity Head Coach	8.6%
	Middle School Coach	5.5%
Cross Country	Varsity Head Coach	8.1%
	Varsity Asst./Middle School Head Coach	8.1%
Football	Varsity Head Coach	14.6%
	Varsity Asst. Coach	9.7%
	J.V. Head Coach	9.7%
	J.V. Asst. Coach	8.1%
	Middle School Coach	5.5%
	Middle School Asst. Coach	4.0%
Golf	Varsity Head Coach	8.1%
Soccer	Varsity Head Coach	10.5%
	J.V. Head Coach	7.8%
Softball	Varsity Head Coach	10.5%
	J.V. Head Coach	7.8%
Track	Varsity Head Coach	10.5%
	Varsity Asst. Coach	5.5%
	Middle School Coach	5.5%
Volleyball	Varsity Head Coach	12.0%
	Varsity Asst. Coach	5.5%
	J.V. Head Coach	9.7%
	Freshman Coach	8.1%
	Middle School Coach	5.5%
Wrestling	Varsity Head Coach	12.0%
	Middle School Coach	5.5%

<b>ADVISOR ROLES</b>	<b>% of BASE PAY</b>
District Continuous Improvement Team Leader	2.0%
School Plays - per play	3.4%
Newspaper - per year	2.8%
Annual - per year	4.4%
Band - per year	10.2%
Chorus - M.S. & H.S.	4.0%
Chorus - Elementary	3.4%
Student Council (Two Advisors)	1.6%
National Honor Society (Two Advisors)	1.6%
Debate & Forensics - Each (One advisor)	2.4%
Clubs – Each	1.2%
6 <sup>th</sup> Grade Camp (One Advisor)	2.6%
<b>CLASS ADVISOR ROLES</b>	
Senior (One Advisor)	1.6%
Junior (Two Advisors)	2.4%
Sophomore (One Advisor)	1.2%
Freshman (One Advisor)	1.2%
<b>CHAPERONES</b>	
(Per Evening) For other school sponsored activities when an admission fee is charged.	\$37.37

The District may honor MHSAA coaching experience credit for coaches new to the District.

The District may honor prior internal coaching and advisor role experience for internal hires to another sport or advisor role.

The Mentor Teacher will receive as compensation for his/her extra duties and responsibilities the amount of 468.14 for a first-year mentee; 364.11 for a second-year mentee; 260.08 for a third-year mentee; for the 2022-23 school year. This compensation shall adjust annually at the same rate as Schedule A. Compensation will be issued based on the building administrator's, mentor's and mentee's signature confirmation that each criterion on the mentoring minimum responsibilities checklist were performed.

SCHEDULE C – School Calendars

See next page

2022-23 Elementary School Calendar

2022-23 Secondary School Calendar

2023-24 Elementary School Calendar



2023-24 Secondary School Calendar

2024-25 Elementary School Calendar

2024-25 Secondary School Calendar

APPENDIX A – Grievance Form

\_\_\_\_\_  
Grievance year      number      school building(s)      Name of Grievant      Position

**INFORMAL STEP - Section 4.3(a):**

Date Grievance Occurred:		Date of informal meeting with Immediate Supervisor:	
--------------------------	--	---	--

**FIRST FORMAL STEP - Section 4.3(b):**

**Statement of grievance:**

**Articles and Sections of Agreement alleged to be violated:**

**Requested remedy:**

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date form submitted to immediate supervisor  
(within 5 days of informal meeting)

-----  
\_\_\_\_\_  
Signature of Immediate Supervisor

\_\_\_\_\_  
Date grievance form received by Immediate Supervisor

\_\_\_\_\_  
Date of meeting  
(within 5 days of receipt) per Section 4.3(c)

n/a if meeting not requested

**Disposition of Immediate Supervisor per section 4.3(d)**

*within 5 days of meeting or receipt of written grievance*

\_\_\_\_\_  
Signature of Immediate Supervisor

\_\_\_\_\_  
Date disposition issued

-----  
\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date Disposition Received by Grievant

**Position of Grievant:**

**Δ Resolved**

**Δ Unresolved**

**SECOND FORMAL STEP - Section 4.3(e)**

\_\_\_\_\_  
Signature of Superintendent

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

\_\_\_\_\_  
Date of meeting per Section 4.3(f)  
*within 5 days of receipt by Superintendent*

**Position of Superintendent: Δ Resolved Δ Unresolved**

**Superintendent's Disposition if Section 4.3(g)(i) is chosen by the Superintendent:**

\_\_\_\_\_  
Signature of Superintendent

\_\_\_\_\_  
Date of Superintendent's disposition

-----  
**Board's Disposition if Section 4.3(g)(ii) is chosen by the Superintendent:**

\_\_\_\_\_  
Signature of Board President

\_\_\_\_\_  
Date of Board's disposition

\_\_\_\_\_  
Signature of Association Representative

\_\_\_\_\_  
Date of receipt by Association Representative

**Position of Association - Section 4.3(h):**

**Δ Resolved**

**Δ Unresolved**

\_\_\_\_\_  
Signature of Superintendent  
*See agreement for next step*

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

APPENDIX B – Letter of Agreement – Personal Days

**Between  
Oakridge Board of Education  
and  
Oakridge Education Association**

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

It is mutually agreed that the August 1, 2019 – July 31, 2022 Collective Bargaining Agreement signed on July 18, 2019 amended Section 11.3 – Personal Days.


Section 11.3 was again amended via a Letter of Agreement on September 9, 2019 as noted in Appendix B in the Collective Bargaining Agreement.

It is mutually agreed that the original amendments to Section 11.3 (signed July 18, 2019) changed eligibility for 3 personal days from “on Step 13 and above of the salary schedule” to “with 10 or more years of service”.

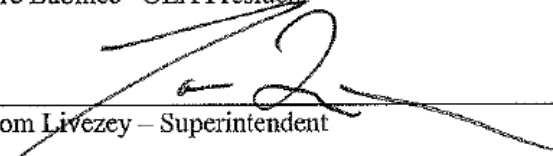
It is mutually agreed that Sarah Eldred, Erin Silva, and Mary VanderMolen were “on Step 13 or above” per the old contract language but do not have “10 or more years of service” as written in the new contract language.

It is mutually agreed that Sarah Eldred, Erin Silva, and Mary VanderMolen shall maintain their 3 personal days until they reach 10 years of service. Upon which, current contract language will apply to each individual.

It is mutually agreed that this LOA shall expire when Sarah Eldred, Erin Silva, and Mary VanderMolen reach 10 years of service or when they are no longer employed by the District.

  
Bre Babinec – OEA President

1-16-20  
Date

  
Tom Livezey – Superintendent

1/3/20  
Date

APPENDIX C- Letter of Agreement – Schedule B Related

**Letter of Agreement (LOA)  
between  
Oakridge Board of Education  
and  
Oakridge Education Association**

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

Whereas it is mutually agreed that the current OEA Schedule B be adjusted to include a yearly Theatre Manager stipend in the annual amount of 8.6% of base pay and E-Sports stipend in the amount of 4% of base pay per season.

**Payment Method**

Payment for Athletic Stipends will be paid out half at the beginning of the season and half at the end of the season.

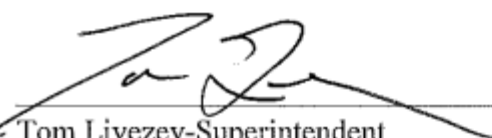
Payment for ‘yearlong’ Non-Athletic Schedule B Stipends will be paid out half at mid-school year and half at the end of June.

Payment for ‘per event’ Non-Athletic Schedule B Stipends will be paid out upon completion of the performance.

This letter of agreement shall be included in Appendix C of the current CBA.

  
\_\_\_\_\_  
Dominic Taylor- OEA President

11/9/22  
Date

  
\_\_\_\_\_  
Tom Livezey-Superintendent

11/9/22  
Date

  
\_\_\_\_\_  
Jeff Kartes- Board President

11/10/22  
Date



APPENDIX C- Letter of Agreement (LOA) – Personnel Matter

**Letter of Agreement (LOA)  
between  
Oakridge Board of Education  
and  
Oakridge Education Association**

February 08, 2023

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

1. **Purpose.** To acknowledge the work that JoAnn Flejszar has put into preparing for her long-term guest teachers during her absences November 21, 2022-December 21, 2022 and during her upcoming absence planned for February 27, 2023-March 27, 2023. She records lessons and completes the planning necessary for the students in her AP and Chemistry classes.
2. **Agreement.** The parties agree to the following terms:
  - a. JoAnn will be credited back 3 hours of sick leave for each of the work days missed November 21-December 21, 2022 for preparation of videos and materials for the guest teacher to use in her high-level classes.
  - b. JoAnn will only be charged for 3.5 hours of sick leave for each work day missed February 27, 2023-March 27, 2023 due to the preparation of videos and materials for the guest teacher to use in her high-level classes. Any additional days missed for the same FMLA reason will be treated similarly if materials are prepared in advance for the guest teacher.
3. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions to other members of the Association.
4. **Expiration.** This LOA expires on the last day of the 2023 school year.

  
\_\_\_\_\_  
Dominic Taylor – OEA President

2/15/23  
Date

  
\_\_\_\_\_  
Tom Livezey – Superintendent

2/14/23  
Date



APPENDIX C- Letter of Agreement (LOA) – COVID Related

**Letter of Agreement (LOA)  
between  
Oakridge Board of Education  
and  
Oakridge Education Association**

February 28, 2023

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

1. **Purpose.** The parties are in agreement that the COVID-19 pandemic has resulted in extraordinarily challenging times and students need additional educational services during the summer months. This LOA incentivizes OEA members to participate in the 2023 Summer Learning Program.

2. **Agreement.**

Whereas the district paid OEA members who were assigned to the 2022 Summer Learning program a rate of \$26 per hour (per OEA contract at the time) plus an additional bonus for an overall hourly rate of \$31.20. The District would like to extend the same overall hourly rate for the 2023 Summer Learning program participants as stated below.

The parties agree to the following terms:

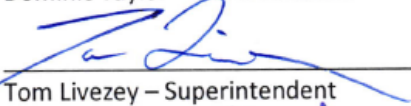
- a. The Collective Bargaining Agreement currently states that OEA members who are pre-authorized to work on a temporary basis outside of contractual hours shall be compensated at \$29.00 per hour.
  - b. The District will use current stimulus funds to compensate OEA members who are assigned to support the 2023 Summer Learning Program an additional 7.6% added to the members’ hourly rate (\$29) which shall be paid out each pay period. The new hourly rate paid to OEA members who are assigned to support the 2023 Summer Learning Program will be \$31.20 per hour to provide support to the students participating in the 2023 Summer Learning Program. Employees must submit timesheets documenting their hours worked each pay period to their assigned Supervisor.
3. **Conformity to Collective Bargaining Agreement.** The terms of this LOA have been developed through the collective bargaining process between the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in this LOA will be regarded as inconsistent with or contrary to the terms of their current collective bargaining agreement or any successor contract. To the extent that there is a conflict or

inconsistency between the terms of the LOA and the parties' collective bargaining agreement, the terms of this LOA shall control.

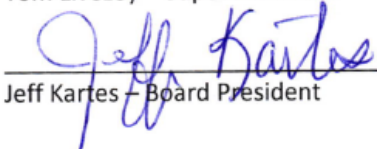
4. **Conformity to Law.** If any provision or application of this LOA is determined to be invalid or contrary to law by a court or administrative District, such provision shall be severed (to the extent required by law) but the remaining provisions of this LOA shall not be affected unless the severance results in a material change in the benefits or rights of any party under this LOA. In the latter event, the party claiming to be adversely affected shall give prompt written notice to the other party and shall confer with that party regarding an appropriate resolution of the matter.
5. **Governing Law.** This LOA shall be governed in all respects by the laws of the State of Michigan. If, during the term of this LOA, the state or federal government approves or authorizes a grant or additional funding that is paid directly to individual teachers who provide instructional services during the summer months, this LOA becomes null and void and wage for teaching in the 2023 Summer Learning Program will revert to \$29.00/hour.
6. **Entire Agreement.** This LOA constitutes the entire agreement between the parties pertaining to compensation for the 2023 Summer Learning Program, and supersedes any prior or concurrent agreements, written or oral, regarding its subject matter.
7. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions beyond its expiration date. This LOA shall be included in Appendix C of the current Collective Bargaining Agreement but will be removed on its expiration date as provided in paragraph 9, below.
8. **No Waiver.** By entering into this LOA, neither party waives any other rights or protections respectively afforded to them by the terms of the current collective bargaining agreement, previous memorandums of understanding, or previous letters of agreement now in effect, except as are otherwise specifically waived, modified, or relinquished herein.
9. **Expiration.** This LOA expires on the last day of the 2023 Summer Learning Program which is on or before August 4, 2023.



Dominic Taylor – OEA President



Tom Livezey – Superintendent



Jeff Kartes – Board President

3/2/23

Date

3/7/23

Date

3/15/23

Date

APPENDIX C - Letter of Agreement - 2023-24 Wage Opener

**Letter of Agreement (LOA)**

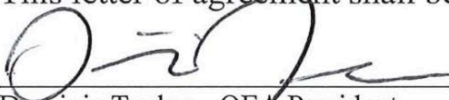
**between**

**Oakridge Board of Education  
and  
Oakridge Education Association**

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

It is mutually agreed that Article 15 – Compensation, Section 15.1 – Salary, shall be amended as stated in the attached. Pending Board ratification on Wednesday, August 16, 2023, and OEA ratification prior to Board consideration, this compensation increase shall occur prospectively starting with the Friday, September 29, 2023, payday (the third pay period of the school year). Additionally, a one-time retroactive payment for the agreed upon compensation increase will be issued to employees on the September 29, 2023, payday covering the first two pay periods of the school year.

This letter of agreement shall be included in Appendix C of the current CBA.

  
\_\_\_\_\_  
Dominic Taylor – OEA President

8/10/23  
Date

  
\_\_\_\_\_  
Tom Livezey – Superintendent

8/10/23  
Date

  
\_\_\_\_\_  
Jeff Kartes – Board President

8/10/23  
Date

ARTICLE 15 - Compensation

Section 15.1 Salary

(a) The salary schedules are attached as Schedule A.

**2022-2023**

- Eligible employees shall receive column changes based on academic attainment.
- Employees shall advance one step over their 2021-22 step.
- Schedule A shall increase 3%
- Step 1 shall be eliminated. Employees on Step 1 shall be placed on Step 2.
- The Schedule A step numbers shall be converted to letters as presented.

**2023-24**

- Eligible employees shall receive column changes based on academic attainment.
- ~~Step level advancements and wage schedule adjustments shall not occur for employees until mutually agreed between the Board and Association. Parties agree to begin negotiating wages no later than October 31, 2023.~~
- Employees shall advance one step over their 2022-23 step.
- Schedule A shall increase 3.07%
- Step A and B shall be eliminated. Employees on Step A and B shall be placed on Step C.
- The Schedule A step letters shall be converted to numbers.

**2024-25**

- Eligible employees shall receive column changes based on academic attainment.
- Step level advancements and wage schedule adjustments shall not occur for employees until mutually agreed between the Board and Association. Parties agree to begin negotiating wages no later than October 31, 2024.

- (b) Extra Duty Compensation is set forth in Schedule B.
- (c) The school calendar(s) covered by this contract are attached as Schedule C.
- (d) Per diem shall be defined as the employee's annual salary, including any extra classes, but excluding any extra duty compensation, divided by the number of employee working days provided in the calendar for that year.
- (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 to the Association.

- (f) All employees will receive compensation as set forth in Schedule A in 26 pays from September 1 through August 31, to the extent permitted by law.
- (g) Teachers who are new to the Oakridge District may be allowed credit for experience in other districts at the option of the Board of Education.
- (h) A teacher pre-authorized to be paid to work on a temporary basis outside of contractual hours shall be compensated at ~~\$29.00~~ 29.89 per hour for the ~~2022-23~~ 2023-24 school year. This compensation shall adjust annually at the same rate as Schedule A.

**Schedule A – 2023-24**

[Wage Schedule Placed Here](#)

Teachers who are new to the Oakridge District may be allowed credit for experience in other districts at the option of the Board of Education



APPENDIX C - Letter of Agreement (LOA) ECSE

**between  
Oakridge Board of Education  
and  
Oakridge Education Association**


This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

**Purpose:** To outline the differences in ECSE teacher schedules and those of K-12 teachers.

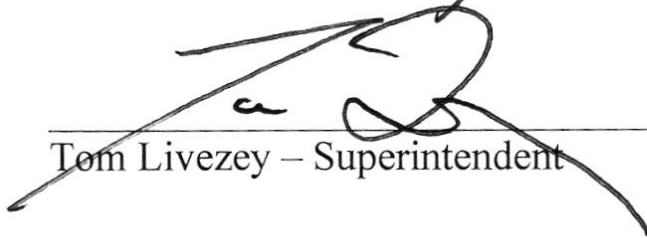
**Agreement:**

ECSE does not operate on the same student/teacher schedule as K-6 due to unique pupil accounting and days/hours rules. Therefore, be it resolved that parties agree that an exception to Section 7.10, “Each elementary teacher shall have 45-minutes continuous block of daily planning time”, shall be made. ECSE teachers do not receive a continuous block of 45 minutes of planning during each instructional day but rather will be provided the equivalent amount of time (three hours) on all contractually scheduled Fridays. ECSE teachers must be in person for their assigned hours on Fridays. It is acknowledged that contractual duties other than planning do occur on Fridays and ECSE teachers shall report for such duties.

This letter of agreement shall be included in Appendix C of the current CBA.

  
\_\_\_\_\_  
Dominic Taylor – OEA President

10/9/23  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Tom Livezey – Superintendent

10/9/23  
\_\_\_\_\_  
Date

APPENDIX C- Letter of Agreement (LOA) – Summer 2024 Bonus

**Letter of Agreement (LOA)  
between  
Oakridge Board of Education  
and  
Oakridge Education Association**

March 5, 2024

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

1. **Purpose.** The parties are in agreement that the COVID-19 pandemic has resulted in extraordinarily challenging times and students need additional educational services during the summer months. This LOA incentivizes OEA members to participate in the 2024 Summer Learning Program.

2. **Agreement.**

The District would like to extend the same overall hourly rate from the 2023 Summer Learning program to the 2024 Summer Learning Program participants as stated below.

The parties agree to the following terms:

- a. The Collective Bargaining Agreement currently states that OEA members who are pre-authorized to work on a temporary basis outside of contractual hours shall be compensated at \$ 29.89 per hour.
  - b. The District will use grant funds to compensate OEA members who are assigned to support the 2024 Summer Learning Program an hourly rate of \$31.20 per hour to provide support to the students participating in the 2024 Summer Learning Program. Employees must submit timesheets documenting their hours worked each pay period to their assigned Supervisor.
3. **Conformity to Collective Bargaining Agreement.** The terms of this LOA have been developed through the collective bargaining process between the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in this LOA will be regarded as inconsistent with or contrary to the terms of their current collective bargaining agreement or any successor contract. To the extent that there is a conflict or inconsistency between the terms of the LOA and the parties’ collective bargaining agreement, the terms of this LOA shall control.
  4. **Conformity to Law.** If any provision or application of this LOA is determined to be invalid or contrary to law by a court or administrative District, such provision shall be severed (to the extent required by law) but the remaining provisions of this LOA shall not be affected unless

the severance results in a material change in the benefits or rights of any party under this LOA. In the latter event, the party claiming to be adversely affected shall give prompt written notice to the other party and shall confer with that party regarding an appropriate resolution of the matter.

5. **Entire Agreement.** This LOA constitutes the entire agreement between the parties pertaining to compensation for the 2024 Summer Learning Program, and supersedes any prior or concurrent agreements, written or oral, regarding its subject matter.
6. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions beyond its expiration date. This LOA shall be included in Appendix C of the current Collective Bargaining Agreement but will be removed on its expiration date as provided in paragraph 9, below.
7. **No Waiver.** By entering into this LOA, neither party waives any other rights or protections respectively afforded to them by the terms of the current collective bargaining agreement, previous memorandums of understanding, or previous letters of agreement now in effect, except as are otherwise specifically waived, modified, or relinquished herein.
8. **Expiration.** This LOA expires on the last day of the 2024 Summer Learning Program which is on or before August 4, 2024.

  
\_\_\_\_\_  
Dominic Taylor – OEA President

3/6/24  
Date

  
\_\_\_\_\_  
Tom Livezey – Superintendent

3/11/24  
Date

  
\_\_\_\_\_  
Jeff Kartes – Board President

3/13/24  
Date

APPENDIX C - Letter of Agreement (LOA) – 27K Educator Loan Repayment

**Letter of Agreement (LOA)**  
**between**  
**Oakridge Board of Education**  
**and**  
**Oakridge Education Association**  
*Grants Under State School Aid Act Section 27k*

In consideration of the mutual covenants below, this Letter of Agreement (LOA) is by and between the Oakridge Education Association (Association) and the Oakridge (District) Board of Education (Board) and concerns State funding available under State School Aid Act Section 27k, MCL 388.1627k (Section 27k).

**Background:**

1. Section 27k allows the District to apply for funding to assist Association bargaining unit members who are eligible participants with student loan repayments.
2. The Michigan Department of Education (MDE) is expected to begin accepting Section 27k applications for 2023-24 funding on February 29, 2024.
3. For any unexpended 2023-24 Section 27k funds, MDE is expected to open a 2024-25 application cycle.
4. Schools are required to use Section 27k funds to implement a student loan repayment program in accordance with MDE guidelines.
5. Pursuant to such a program, the District must verify certain employee information and must obtain certain employee certifications.
6. The parties desire to establish a Section 27k program to obtain Section 27k funding for eligible participants while minimizing the District's potential legal liability in implementing the program (Program), and the provisions below reflect that Program.

**The Parties Agree:**

1. The District will apply for Section 27k funding during the 2023-24 application cycle and, if applicable, during the 2024-25 application cycle.
2. A bargaining unit member (Member) will only be included in a District Section 27k funding application if (A) the District determines that the Member is an eligible participant as defined in MCL 388.1627k(8)(b) (Eligible Participant), (B) the Member provides the District Superintendent or designee with any information and documents requested by the District to fully complete the application process and to comply with MDE guidelines, as determined by the District, and (C) the Member signs and dates and provides the District Superintendent or designee the Employee Certification Form in Attachment A before the start of the applicable application cycle.
3. The District will distribute Section 27k funding received from MDE to each applicable Member in equal monthly payments until Section 27k funding received by the District is exhausted or until

the Member's federal student loan is paid off, whichever occurs first – up to \$200 per month or, if the District is assigned to band 6 in the opportunity index in MCL 388.1631a, up to \$400 per month.

4. The District shall have the right to discontinue Section 27k funding to a Member if it determines that the Member (A) is not an Eligible Participant, (B) fails to timely provide any information and documents requested by the District to confirm Eligible Participant status, or (C) fails to timely complete required certifications in the Employee Certification Form.
5. The parties approve the Internal Revenue Code Section 127 plan in Attachment B to avoid taxability of Section 27k funding.
6. Any District action related to the District's implementation of the Program shall be grieved able only up to arbitration (but not including arbitration) in the collective bargaining agreement (CBA) grievance procedure, and the Association shall not file any arbitration, unfair labor practice charge, or court complaint related to such District action. This paragraph shall survive any LOA expiration or termination.
7. The Program and this LOA shall expire on July 1, 2025 or when the District distributes all Section 27k funds received by the District for the 2023-24 application cycle, whichever is later. Notwithstanding the preceding sentence, if there is a Section 27k 2024-25 application cycle, then this LOA shall expire on July 1, 2026 or when the District distributes all Section 27k funds received by the District for the 2024-25 application cycle, whichever is later.
8. This LOA is not intended to set a precedent and shall not be used as any evidence of a policy or practice.
9. This LOA is an amendment to the CBA. If at any time MDE determines and notifies the District that a Member was not eligible to receive Section 27k funding, the District may recoup an amount equal to such funding from the Member's paychecks to the extent permitted by law.
10. Once signed by each party, this LOA will be effective immediately.
11. This LOA may only be amended in writing by an authorized representative of each party.

For the Board



Signature

Tom Liverzey

Printed Name

Superintendent

Position

4/15/24

Date

For the Association



Signature

Dominic Taylor

Printed Name

OEA President

Position

4/15/24

Date

## APPENDIX C - Letter of Agreement (LOA) — Personal Day Lottery

between  
Oakridge Board of Education and  
Oakridge Education Association

May 21, 2024

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the "Board", "Employer", or "District" and the Oakridge Education Association, hereinafter referred to as the "Association" or "OEA".

1. **Purpose.** Amend Section 11.3(b) — Personal Day Lottery in the collective bargaining agreement between the OEA and the Board.

2. **Agreement.**

The District and OEA would like to amend Section 1 1.3(b) — Personal Day Lottery as presented below:

Section 11.3      Personal Days

(a) Each employee with less than 10 years of service with the District will be granted two days of personal business leave each year and each employee with 10 or more years of service to the District will be granted three days of personal business leave each year providing that these days cannot be used the first or last day of the school year. Personal days cannot be used on the day before or the day after a holiday, holiday connected weekend, or vacation period except through a personal day lottery explained below. A 48-hour notice must be given to the building Principal prior to the personal leave day, except in the case of an emergency.

Personal business days not used will be added to the accumulated sick leave total on the last day of the school year.

(b) Personal day lottery: Employees may exercise the option to use personal days immediately before/after Fall Break, before/after Thanksgiving Break, before/after Christmas Break, before/after Mid-Winter Break, before/after Spring Break, and before/after Memorial Day Weekend, as determined by a random drawing. To be eligible for the random drawing, an employee must submit a request to the Superintendent by May 31, 2024 ~~the first Friday of September~~. This drawing shall be conducted by the Superintendent or his/her designee and the Association President or his/her designee by June 7, 2024 ~~the third Friday in September~~. No more than 6 employees district wide may use such a day on any one eligible day, and no more than 5% of employees in a building on any one eligible day. If an employee withdraws their request for an eligible personal day after the lottery, a replacement will be determined from the original pool of requests via random drawing by the above designees.

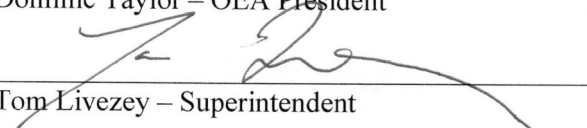
3. **Conformity to Collective Bargaining Agreement.** The terms of this LOA have been developed through the collective bargaining process between the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in this LOA will be regarded as inconsistent with or contrary to the terms of their current collective bargaining agreement or any successor contract. To the extent that there is a conflict or

inconsistency between the terms of the LOA and the parties' collective bargaining agreement, the terms of this LOA shall control.

4. **Conformity to Law.** If any provision or application of this LOA is determined to be invalid or contrary to law by a court or administrative District, such provision shall be severed (to the extent required by law) but the remaining provisions of this LOA shall not be affected unless the severance results in a material change in the benefits or rights of any party under this LOA. In the latter event, the party claiming to be adversely affected shall give prompt written notice to the other party and shall confer with that party regarding an appropriate resolution of the matter.
5. **Entire Agreement.** This LOA constitutes the entire agreement between the parties pertaining to Section 11.3 (b) Personal Day Lottery and supersedes any prior or concurrent agreements, written or oral, regarding its subject matter.
6. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions beyond its expiration date. This LOA shall be included in Appendix C of the current Collective Bargaining Agreement:
7. **No Waiver.** By entering into this LOA, neither party waives any other rights or protections respectively afforded to them by the terms of the current collective bargaining agreement, previous memorandums of understanding, or previous letters of agreement now in effect, except as are otherwise specifically waived, modified, or relinquished herein.
8. **Expiration:** This LOA is effective for the 2024-25 school year only. It shall expire June 30,

2025:

  
\_\_\_\_\_  
Dominic Taylor – OEA President

  
\_\_\_\_\_  
Tom Livezey – Superintendent

5/21/24  
Date

5/21/24  
Date

APPENDIX C - Letter of Agreement (LOA) — Personal Day Lottery

between  
Oakridge Board of Education and  
Oakridge Education Association

May 21, 2024

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the "Board", "Employer", or "District" and the Oakridge Education Association, hereinafter referred to as the "Association" or "OEA".

1. **Purpose.** Amend Section 11.3(b) — Personal Day Lottery in the collective bargaining agreement between the OEA and the Board.

2. **Agreement.**

The District and OEA would like to amend Section 1 1.3(b) — Personal Day Lottery as presented below:

Section 11.3      Personal Days

(a) Each employee with less than 10 years of service with the District will be granted two days of personal business leave each year and each employee with 10 or more years of service to the District will be granted three days of personal business leave each year providing that these days cannot be used the first or last day of the school year. Personal days cannot be used on the day before or the day after a holiday, holiday connected weekend, or vacation period except through a personal day lottery explained below. A 48-hour notice must be given to the building Principal prior to the personal leave day, except in the case of an emergency.

Personal business days not used will be added to the accumulated sick leave total on the last day of the school year.

(b) Personal day lottery: Employees may exercise the option to use personal days immediately before/after Fall Break, before/after Thanksgiving Break, before/after Christmas Break, before/after Mid-Winter Break, before/after Spring Break, and before/after Memorial Day Weekend, as determined by a random drawing. To be eligible for the random drawing, an employee must submit a request to the Superintendent by the ~~second first~~ Friday ~~after Spring Break of~~ ~~September~~. This drawing shall be conducted by the Superintendent or his/her designee and the Association President or his/her designee by the ~~first third~~ Friday in ~~September~~ May. No more than 6 employees district wide may use such a day on any one eligible day, and no more than 5% of employees in a building on any one eligible day. If an employee withdraws their request for an eligible personal day after the lottery, a replacement will be determined from the original pool of requests via random drawing by the above designees.



3. **Conformity to Collective Bargaining Agreement.** The terms of this LOA have been developed through the collective bargaining process between the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in this LOA will be regarded as inconsistent with or contrary to the terms of their current collective bargaining agreement or any successor contract. To the extent that there is a conflict or inconsistency between the terms of the LOA and the parties' collective bargaining agreement, the terms of this LOA shall control.
4. **Conformity to Law.** If any provision or application of this LOA is determined to be invalid or contrary to law by a court or administrative District, such provision shall be severed (to the extent required by law) but the remaining provisions of this LOA shall not be affected unless the severance results in a material change in the benefits or rights of any party under this LOA. In the latter event, the party claiming to be adversely affected shall give prompt written notice to the other party and shall confer with that party regarding an appropriate resolution of the matter.
5. **Entire Agreement.** This LOA constitutes the entire agreement between the parties pertaining to Section 11.3 (b) Personal Day Lottery and supersedes any prior or concurrent agreements, written or oral, regarding its subject matter.
6. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions beyond its expiration date. This LOA shall be included in Appendix C of the current Collective Bargaining Agreement.
7. **No Waiver.** By entering into this LOA, neither party waives any other rights or protections respectively afforded to them by the terms of the current collective bargaining agreement, previous memorandums of understanding, or previous letters of agreement now in effect, except as are otherwise specifically waived, modified, or relinquished herein.
8. **Expiration:** This LOA is effective for the 2025-26 school year only. It shall expire June 30, 2026.

  
 \_\_\_\_\_  
 Dominic Taylor – OEA President

5-24-24  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Tom Livezey – Superintendent

\_\_\_\_\_ Date

APPENDIX C- Letter of Agreement (LOA) — Secondary Seminar Time

between  
Oakridge Board of Education  
and  
Oakridge Education Association

July 17, 2024

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the "Board", "Employer", or "District" and the Oakridge Education Association, hereinafter referred to as the "Association" or "OEA".

1. **Purpose.** Amend Section 7.2(b) — Exceptions in the collective bargaining agreement between the OEA and the Board.

2. **Agreement.**

Section 7.1 Pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to use reasonable means to meet the guidelines set forth below, considering the District's finances, program/service needs and facilities.

Section 7.2 The following guidelines shall be used:

(a) Grade Level

Early Kindergarten.....	18 pupils per class
Kindergarten .....	21 pupils per class
Grade 1 .....	21 pupils per class
Grades 2 and 3 .....	25 pupils per class
Grades 4 through 6.....	29 pupils per class
Grades 7 through 12.....	34 pupils per class
	(daily maximum of 150 pupils)

(b) Exceptions to above class size guidelines:

(1) The District may reduce the number of pupils per class if classes are conducted in areas designed to accommodate fewer students than set forth in the guidelines in (a) above because of limited facilities or for safety reasons.

(2) Large-sized classes (secondary physical education, band, vocal music, and the Fusion Program) are exceptions to the guidelines in (a) above.

(3) [Secondary Seminar Time does not count toward the daily maximum pupil guidelines](#)


(c) If the guidelines are exceeded after ten (10) days subsequent to the beginning of a semester, the Administration, affected teacher(s) and the Association shall meet for the purpose of reviewing the impact of enrollment and classroom


composition on teaching effectiveness. In the event that the above guidelines are exceeded, one of the following remedies will be implemented:

- (1) Mutual consent between the teacher, the Administration and the Association representative that the enrollment is not adversely impacting staff and students.
  - (2) Professional staff may be added.
  - (3) Paraprofessional time may be made available.
  - (4) Overload compensation for elementary classroom teachers will be paid in the amount of \$10 per day per student when the number of students is in excess of the per class guidelines in 8.2(a). Overload compensation for secondary teachers and elementary enrichment teachers will be paid in a prorated amount (based on the number of class periods per day) when the number of students per class is in excess of the per class guidelines in 7.2(a).
  - (5) Other mutually acceptable solutions.
  - (6) In the event that there is not agreement on the adoption of a solution where guidelines have been exceeded, subparagraph 7.2(c)(4) shall be the default remedy for students in excess of the guidelines specified in Section 7.2(a) of this Article, except as specified below:
    - (i) In the event that enrollment in Grades K-1 exceeds 21 pupils, the remedy for student 22 shall be (c)(4) above. If enrollment in Grades K-1 is 23 or above, three (3) hours of daily paraprofessional time will be provided (1.5 hours for each Kindergarten section).
    - (ii) In the event that enrollment at the elementary level (with the exception of Grades K-1) exceeds the above guidelines by three (3) or more students, the default remedy will be subparagraph (c)(3), above.
    - (iii) In the event that the daily enrollment assigned to a secondary teacher exceeds 150 students per day, the default remedy will be \$3 per day for each student in excess of 150 students except for large-sized classes identified in 7.2(b)(2). The secondary students in excess of the 34 students per class guideline are not counted twice when there are overloads in excess of the 150 students per day guideline.
- (d) Where more than one placement is possible to fulfill the terms of a student's IEP, reasonable effort shall be made to equalize the distribution of special education pupils within grades or classes at an elementary or secondary facility.
  - (e) In grades K-12, when there are four or more (4) students with IEPs in a regular education classroom and the regular

education teacher is required to implement specific accommodations under the terms of those IEPs, a meeting with an administrator and the special education teacher(s) will be held within thirty (30) days of the request of that regular education teacher to assess the implementation of the IEPs and to consider support that may be extended to the regular education teacher in furtherance of that purpose.

3. **Conformity to Collective Bargaining Agreement.** The terms of this LOA have been developed through the collective bargaining process between the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in this LOA will be regarded as inconsistent with or contrary to the terms of their current collective bargaining agreement or any successor contract. To the extent that there is a conflict or inconsistency between the terms of the LOA and the parties' collective bargaining agreement, the terms of this LOA shall control.
4. **Conformity to Law.** If any provision or application of this LOA is determined to be invalid or contrary to law by a court or administrative District, such provision shall be severed (to the extent required by law) but the remaining provisions of this LOA shall not be affected unless the severance results in a material change in the benefits or rights of any party under this LOA. In the latter event, the party claiming to be adversely affected shall give prompt written notice to the other party and shall confer with that party regarding an appropriate resolution of the matter.
5. **Entire Agreement.** This LOA constitutes the entire agreement between the parties pertaining to Section 11.3 (b) Personal Day Lottery and supersedes any prior or concurrent agreements, written or oral, regarding its subject matter.
6. **Non-Precedential.** The creation and implementation of this LOA shall not be precedent-setting and shall not in any way bind the Board or Association (or their respective successors) to continue or perpetuate its conditions beyond its expiration date. This LOA shall be included in Appendix C of the current Collective Bargaining Agreement.
7. **No Waiver.** By entering into this LOA, neither party waives any other rights or protections respectively afforded to them by the terms of the current collective bargaining agreement, previous memorandums of understanding, or previous letters of agreement now in effect, except as are otherwise specifically waived, modified, or relinquished herein.

  
\_\_\_\_\_  
Dominic Taylor – OEA President

  
\_\_\_\_\_  
Tom Livezey – Superintendent

7-17-24  
\_\_\_\_\_  
Date  
7/17/24  
\_\_\_\_\_  
Date

**Letter of Agreement (LOA) – Wage Opener for 2024-25**

**between**

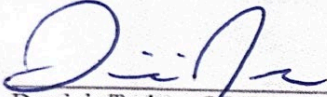
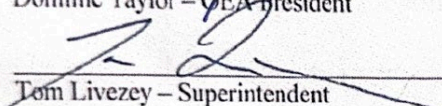
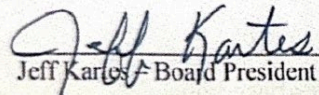
**Oakridge Board of Education  
and  
Oakridge Education Association**

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the “Board”, “Employer”, or “District” and the Oakridge Education Association, hereinafter referred to as the “Association” or “OEA”.

It is mutually agreed that Article 15 – Compensation, Section 15.1 – Salary, shall be amended as stated in the attached. Pending OEA ratification prior to Board consideration and Board ratification on Tuesday, August 20, 2024, this compensation increase shall occur prospectively starting with the August 30, 2024, payday (the first pay period of the school year).

Employees who worked on an hourly basis between July 1, 2024, up to the first pay period shall receive a retroactive payment reflecting the difference of the wage increase during the August 30, 2024, pay period.

This letter of agreement shall be included in Appendix C of the current CBA.

 _____ Dominic Taylor – OEA President	<u>8/21/24</u> Date
 _____ Tom Livezey – Superintendent	<u>8/20/24</u> Date
 _____ Jeff Kortes – Board President	<u>8/20/24</u> Date

## ARTICLE 15 - Compensation

### Section 15.1 Salary

(i) The salary schedules are attached as Schedule A.

#### **2022-2023**

- Eligible employees shall receive column changes based on academic attainment.
- Employees shall advance one step over their 2021-22 step.
- Schedule A shall increase 3%
- Step 1 shall be eliminated. Employees on Step 1 shall be placed on Step 2.
- The Schedule A step numbers shall be converted to letters as presented.

#### **2023-25** (Amended per Letter of Agreement dated August 16, 2023)

- Eligible employees shall receive column changes based on academic attainment.
- Employees shall advance one step over their 2022-23 step.
- Schedule A shall increase 3.07%
- Step A and B shall be eliminated. Employees on Step A and B shall be placed on Step C.
- The Schedule A step letters shall be converted to numbers.

#### **2024-25**

- Eligible employees shall receive column changes based on academic attainment.
- Step 1 on Schedule A shall be eliminated.
- Step 28 on Schedule A shall be added as presented.
- Employees shall advance one step over their 2023-24 step.
- Schedule A shall increase 3.0%.

- (j) Extra Duty Compensation is set forth in Schedule B.
- (k) The school calendar(s) covered by this contract are attached as Schedule C.
- (l) Per diem shall be defined as the employee's annual salary, including any extra classes, but excluding any extra duty compensation, divided by the number of employee working days provided in the calendar for that year.
- (m) 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 to the Association.
- (n) All employees will receive compensation as set forth in Schedule A in 26 pays from September 1 through August 31, to the extent permitted by law.
- (o) Teachers who are new to the Oakridge District may be allowed credit for experience in other districts at the option of the Board of Education.
- (p) A teacher pre-authorized to be paid to work on a temporary basis outside of contractual hours shall be compensated at \$30.80 per hour for the 2024-25 school year. This compensation shall adjust annually at the same rate as Schedule A.

**Schedule A – 2024-25**

<b>Step</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>
2	50,985	55,091	56,459
3	53,172	57,370	58,769
4	54,294	58,580	60,009
5	55,415	59,790	61,248
6	56,537	61,001	62,488
7	57,659	62,211	63,728
8	58,781	63,421	64,968
9	59,902	64,631	66,208
10	61,024	65,842	67,448
11	62,146	67,052	68,688
12	63,268	68,262	69,927
13	64,389	69,473	71,167
14	65,511	70,683	72,407
15	66,633	71,893	73,647
16	67,755	73,104	74,887
17	68,876	74,314	76,127
18	69,998	75,524	77,366
19	71,120	76,735	78,606
20	72,242	77,945	79,846
21	73,364	79,155	81,086
22	74,485	80,366	82,326
23	75,607	81,576	83,566
24	76,729	82,786	84,806
25	77,851	83,997	86,045
26	78,972	85,207	87,285
27	80,094	86,417	88,525
28	81,215	87,627	89,764



## APPENDIX C-Letter of Agreement (LOA)- Teacher Evaluation

between the  
Oakridge Board of Education  
and the  
Oakridge Education Association

October 30, 2024

This Letter of Agreement between the Oakridge Board of Education and the Oakridge Education Association is intended to add "Article 18 - Teacher Evaluation" to the 2022-2025 Collective Bargaining Agreement and amend Article 4, Section 4.3(h) as defined herein.

### Article 18 - Teacher Evaluation

Section 18.1: The performance evaluation system for teachers shall meet at least all of the following:

(a) Purpose. Uses the evaluations, at a minimum, to inform decisions regarding both of the following:

(i) The effectiveness of teachers, ensuring that they are given ample opportunities for improvement.

(ii) Development of teachers, including providing relevant coaching, instruction support, or professional development.

(b) Rating Categories. Evaluates a teacher's job performance, using the rating categories of effective, developing, and needing support.

(c) Year-end Evaluation. It must include at least a year-end evaluation for all teachers which must meet all of the following:

(i) 20% of the year-end evaluation must be based on student growth and assessment data or student learning objectives using the metrics identified in the District Academic Assessment Matrix.

(ii) The portion of a teacher's year-end evaluation that is not based on student growth and assessment data or student learning objectives metrics, as described under section 18.1(c)(i), must be based primarily on a teacher's performance as measured by the 5D+ Rubric for Instructional Growth and Teacher Evaluation.

(iii) It must include specific performance goals that will assist in improving effectiveness for the next school year and are developed by the evaluator conducting the evaluation, in consultation with the teacher, and any recommended training identified by the evaluator, in consultation with the teacher, that would assist the teacher in meeting these goals.

(d) Individualized Development Plan (IDP). For a teacher described in section 18.1(e), the evaluator shall develop, in consultation with the teacher, an IDP that includes the goals and training of the Year-end Evaluation and is designed to assist the teacher to improve the teacher's effectiveness.

(e) Midyear Progress Report. The performance evaluation system must include a midyear progress report for a teacher 1) *who is in the first year of the probationary period*, or 2) *who received a rating of needing support or developing in the teacher's most recent year-end evaluation*, or 3) *who is placed on an individualized development plan (IDP), at any time, by the evaluator based on evidence witnessed during informal classroom visits demonstrating the teacher is performing less than effective on one or more indicators in the 5D+ Rubric for Instructional Growth and Teacher Evaluation*. The midyear progress report must be used as a supplemental tool to gauge a teacher's improvement from the preceding school year, if applicable, and to assist a teacher to improve. All of the following apply to the midyear progress report:

(i) It must be aligned with the teacher's IDP.

(ii) It must include specific performance goals for the remainder of the school year that are developed by the evaluator and any recommended training identified by the evaluator that would assist the teacher in

meeting these goals. The evaluator shall develop, in consultation with the teacher, a written improvement plan (Mid-Year Progress Report) that includes these goals and training and is designed to assist the teacher to improve the teacher's rating.

(iii) It must not take the place of a year-end evaluation.

(f) Classroom observations. The performance evaluation system must include classroom observations to assist in the performance evaluations. All of the following apply to classroom observations:

(i) It must include a review of the teacher's lesson plan and the state curriculum standard being used in the lesson and a review of pupil engagement in the lesson. These items must be discussed during a post-observation meeting between the evaluator conducting the observation and the teacher.

(ii) It must be not less than 15 minutes but does not have to be for an entire class period.

(iii) It shall not occur on the following days:

1) the day before and after Christmas Break, Mid-Winter Break,  
and Spring Break

2) during the first and last 5 school days of the school year

3) Not conducting classroom observations on these days does

not relieve the teacher from the expectation of effective job performance or accountability.

(iv) There must be at least 2 classroom observations of a teacher in each school year that the teacher is evaluated. One observation may be unscheduled. A teacher will be provided at least 2 working days' notice prior to a scheduled observation.

(v) The evaluator, within 30 calendar days after each observation, shall ensure that the teacher is provided with written feedback from the observation.

(g) Evaluation Instrument. The school district shall adopt and implement the 5D+ Rubric for Instructional Growth and Teacher Evaluation. It must be used consistently among the schools in the district so that all similarly situated teachers are evaluated using the same evaluation tool.

(h) Written evaluation and feedback. An evaluation and feedback concerning the evaluation must be provided, in writing, to the teacher being evaluated by the last scheduled full-day of the school year for students. However, if a written evaluation is not provided, the teacher is deemed effective.

(i) Unevaluated designations. A teacher must not be assigned an evaluation rating and must be designated as unevaluated for a school year if any of the following apply to the teacher:

(1) The teacher worked less than 60 days in that school year.

(2) The teacher's evaluation results were vacated through the grievance procedure.

(3) There are extenuating circumstances and the teacher and the superintendent or designee agree to designate the teacher as unevaluated because of the extenuating circumstances.

(4) If a teacher receives an unevaluated designation, the teacher's rating from the school year immediately before that designation must be used for consecutive purposes under this section.

(j) Mentor or coach. As part of the performance evaluation system, and in addition to the requirements of MCL 380.1526, the district shall assign a mentor or coach to each teacher who is described in section 18.1(e).

(k) Teacher dismissal. If a teacher is rated as ineffective or needing support on 3 consecutive year-end evaluations, the school district shall dismiss the teacher from the teacher's employment. This does not affect the ability of a school district to dismiss a teacher from the teacher's employment regardless of whether the teacher is rated as ineffective or needing support on 3 consecutive year-end evaluations.

(l) Biennial or triennial evaluation. If a teacher who is not in a probationary period is rated as highly effective or effective on the 3 most recent consecutive year-end evaluations, the district may conduct a year-end evaluation biennially or triennially instead of annually. However, if a teacher who is not in a probationary period is not rated as effective on 1 of these biennial or triennial year-end evaluations, the teacher must again be provided with year-

end evaluations. A Teacher who is being evaluated biennially or triennially may be placed on an IDP at any time, and may again be provided with annual evaluations, at the discretion of the evaluator, based on evidence witnessed during informal classroom visits demonstrating the teacher is performing less than effective on one or more indicators in the 5D+ Rubric for Instructional Growth and Teacher Evaluation. Evaluators may conduct informal classroom visits of teachers during non-evaluation years.

(m) Needing support options. A teacher who is not in a probationary period and is rated as needing support on a year-end evaluation, the following options must be made available to the teacher:

(i) The teacher may request a review of the evaluation and the rating by the superintendent. The request for a review must be submitted in writing within 30 calendar days after the teacher is informed of the rating. Upon receipt of the request, the superintendent shall review the evaluation and rating and may make any modifications as appropriate based on the superintendent's review. A written response regarding the superintendent's findings must be provided to the teacher who requested the review by no later than 30 calendar days after receipt of the request for a review and before making any modifications under this section.

(ii) If the written response from the superintendent's review does not resolve the matter, the teacher or collective bargaining representative may request mediation as provided for in 1947 PA 336, 423.201 to 423.217. The request for mediation must be submitted in writing within 30 calendar days after the teacher receives the written response from the superintendent. Within 15 days of receipt of the request, the superintendent must provide a written response to the teacher or collective bargaining representative stating that the mediation will be scheduled as appropriate.

(iii) If a teacher receives 2 consecutive ratings of needing support, the teacher may demand to use the grievance procedure that concerns the teacher's second evaluation rating and the evaluation process.

(iv) A probationary teacher cannot challenge any aspect of the negotiated evaluation process, including observation, the IDP, the mid-year performance review, or assigned rating.

(n) Train teachers. The district shall provide training to teachers on the 5D+ Rubric for Instructional Growth and Teacher Evaluation.

(o) Train evaluators. The school district shall ensure that training is provided to all evaluators on the 5D+ Rubric for Instructional Growth and Teacher Evaluation.

Section 18.2: Posting requirement. The district shall post on its website all of the information about the 5D+ Rubric for Instructional Growth and Teacher Evaluation as required by law.

Section 18.3: Definitions as used in this article:

(a) "Student learning objectives" means measurable, long-term, academic goals, informed by available data, that a teacher or teacher team sets at the beginning of the year for all students.

(b) "Teacher" means, except as otherwise provided in this section, an individual who has a valid Michigan teaching certificate or authorization or who is engaged to teach under section 1233b; who is employed, or contracted for, by the school district; and who is assigned by the school district to deliver direct instruction to pupils in any of grades K to 12 as a teacher of record.

(c) A "lesson plan" is the instructor's road map of what students need to learn and how it will be done effectively during the class time. At a minimum, a lesson plan must include 1) state standards and learning targets for student learning 2) teaching/learning activities, and 3) strategies to check student understanding. The evaluator has discretion to scale the rigor of expectation for a lesson plan with the support a teacher may need to demonstrate effective instruction.

(d) An "informal classroom visit" is when an evaluator informally visits a classroom. This may happen during the "non-evaluation years" of a teacher who is being evaluated on a biennial or triennial basis or during evaluation years. The evaluator may provide written feedback, relevant coaching, instruction support, or professional development after informal classroom visits.

#### **Amend CBA Article 4, Section 4.3(h)**


(iii) The arbitrator shall have no authority to hear or rule nor will there be any grievance upon any one of the following matters:

- (1) If the employee or Association has filed a complaint, grievance or claim with a state or federal agency or legal forum on a matter factually or legally related, it is the parties' intent that there be an election of remedies.
- (2) The termination of or decision not to re-employ or decision to continue on probation any probationary employee.
- (3) The content of the evaluation of an employee, unless otherwise required by law.

Tentative Agreement signed October 10, 2024

Ratification of the Oakridge Education Association on October 24, 2024

Ratification of the Oakridge Board of Education on October 30, 2024



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Dom Taylor, OEA President



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Jeff Kartes, Board President

APPENDIX C- Letter of Agreement (LOA) – Insurance Plans

**between  
Oakridge Board of Education  
and  
Oakridge Education Association**

November 11, 2024

This LOA made and entered into by and between the Oakridge Public Schools, hereinafter referred to as the "Board", "Employer", or "District" and the Oakridge Education Association, hereinafter referred to as the "Association" or "OEA".

**1. Purpose.**

Amend Section 16.3 -Insurance Plans in the collective bargaining agreement between the OEA and the Board.

**2. Agreement.**

The District and OEA would like to amend Section 16.3 Insurance plans as presented below:

Section 16.3 Insurance Plans

**Plan A**

MESSA Choices 2 - \$500/1000, 0% Co-Ins, \$20 Office Visit, Saver RX w/MMMESSA Choices 2 - \$1000/2000, 20% Co-Ins, \$20 Office Visit, RX SRX Mail MESSA ABC 1- \$\$1400/2800\*, 0% Co-Ins, Office Visit, (N/A), ABC Rx w/ MM  
MESSA ABC 2- \$2000/4000, 20% Co-Ins, Office Visit (N/A), ~~ABC Rx~~-5-Tier Rx

\*Rates will adjust at the Federal established rate for HSAs.

Employees selecting a MESSA ABC insurance plan shall elect, during the corresponding open enrollment period, to have the Board either:

Option (1): fund the employee's individual HSA Health Equity account in the amount of 1/12<sup>th</sup> of the ABC insurance plan HSA deductible on the first business day for each month of the plan year; or

Option (2): Decline the employer's deposits into the HSA Account described in Option 1. If Option 1 is selected, the amount equal to the deductible for the ABC insurance plan will reduce the employee payroll contribution amount in lieu of it being deposited into the employee's HSA account.

For the MESSA ABC Insurance Plan, Employees may change the above election annually during the corresponding open enrollment period only. Employees not notifying the district of their selection during the open enrollment period shall default to option (1).

The parties understand that in the event the minimum deductible necessary for the ABC insurance plan to comply with HSA eligibility is increased beyond the current deductible level, the deductible will automatically adjust to meet the federal minimum requirement on the next January 1.

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

Employees may contribute, through payroll deduction and electronic transfer, additional money towards their Health Savings Account (HSA) up to the maximum amount allowed by Federal law.

New employees electing Plan A or employees switching to Plan A shall enroll in one of the MESSA Choices 2 plans. Such employees may only elect to switch to the MESSA ABC Plan 1 or ABC Plan 2 health insurance plans effective January 1 of a calendar year.

At the Association's request, the Board shall make adjustments to the current MESSA insurance plan, provided there is no increase in cost to the District.

Plan A includes the following fully paid by the Board:

Delta Dental Plan (with COB) (100/80/80/80-1300); Sealant Rider Negotiated Life - \$45,000 AD & D and WOP  
Vision (with COB) - VSP-3 Plus  
LTD (66 2/3%; \$5,000 monthly maximum benefit; 60-day CDMF; no COLA) Change from Family to Primary for social security offset

Full time employees not electing MESSA-PAK Plan A will select MESSA-Ancillary Plan B

### **Ancillary Plan B**

The Employer will provide employees not electing health insurance the following fully paid by the Board:

Delta Dental Plan (with COB) E/007 (100/80/80/80-1300): Sealant Rider Negotiated Life - \$45,000 AD & D and WOP  
Vision (with COB) - VSP-3 Plus  
LTD (66 2/3%; \$5,000 monthly maximum benefit; 60-day CDMF; no COLA) Change from Family to Primary for social security offset

In addition, those selecting Plan B will receive \$175.00 per month.

Cash in lieu of benefits is only available to eligible unit members who voluntarily and in writing opt out of health benefits coverage offered under Plan A and who provide documentation to the Board that the employee is enrolled in other health coverage that meets the minimum value and coverage requirements of state and federal law. This paragraph will not be enforced if no longer required by law.

Dominic Taylor  
Dominic Taylor (Nov 14, 2024 10:16 EST)

Dominic Taylor—OEA President



Tom Livezey—Superintendent

Jeff Kartes  
Jeff Kartes (Nov 14, 2024 10:46 EST)

Jeff Kartes—Board President

Nov 14, 2024

Date

11/14/24

Date

Nov 14, 2024

Date