

***Saginaw Intermediate
School District***

***Saginaw Intermediate
Federation of Teachers
Michigan Federation of
Teachers and School Related
Personnel, Local 4283***

Contract

July 1, 2026 - June 30, 2029

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**SAGINAW INTERMEDIATE BOARD OF EDUCATION
AND
SAGINAW INTERMEDIATE FEDERATION OF TEACHERS**

This Agreement is entered into this 27th day of July 2026 by and between the Saginaw Intermediate School District, Saginaw, Michigan, hereinafter called the "Board," and the Saginaw Intermediate Federation of Teachers, Michigan Federation of Teachers and School Related Personnel, Local 4283, hereinafter called the "Federation."

WITNESSETH:

WHEREAS, the parties have a statutory obligation, pursuant to the Public Employment Relations Act, as amended by P.A. 112, to bargain with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, and

WHEREAS, this contract is in effect to June 30, 2029.

WHEREFORE, the Board and the Federation agree to the following:

**ARTICLE I
RECOGNITION**

The Board hereby recognizes the Saginaw Intermediate Federation of Teachers/American Federation of Teachers and School Related Personnel, Local 4283, AFL-CIO (SIFT/AFT/AFL-CIO) as the sole and exclusive bargaining representative as defined in Section II of the Public Acts of 1965. All full and part-time employees, including certified and non-certified MDE permitted teachers (Special Education and K-12 General Education), naturalists, early-on teachers, and all certified or licensed special education positions including occupational therapists, physical therapists, speech and language pathologists, teacher consultants for any special education eligibility category, school psychologists, school social workers; licensed professional counselors; excluding superintendents, assistant superintendents, directors, business managers, financial consultants, supervisors, substitutes, compliance coordinators, principals, Head Start staff, and executive personnel.

The term "bargaining unit member" when used hereinafter in this Agreement shall refer to all employees represented by the Federation in the bargaining unit as defined above.

Nothing contained herein shall be construed to prevent, deny or restrict any teacher, rights they may have under the Michigan Revised School Code or applicable civil laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

The Board agrees that neither it nor its agents shall attempt to initiate any exceptions to this Agreement, except through the Federation.

This Agreement preempts any policies of the Board which are in conflict with its written provisions to the extent of the conflict.

If any provision of this Agreement shall at any time become invalid by legislative enactment or be held contrary to a law by a court of competent jurisdiction in the State of Michigan or of the United States, whichever is applicable and from whose judgment no appeal has been taken within the time provided for doing so, such provisions shall not be valid and subsisting except to the extent such provisions are permitted by law; all other provisions of this Agreement shall continue in full force and effect.

ARTICLE II PROFESSIONAL NEGOTIATIONS

By mutual agreement of the parties during the calendar year in which this Agreement expires, the Board agrees to negotiate with the Federation regarding a successor agreement. Any agreement so negotiated will apply to all the members of the Federation and will be reduced to writing signed by the Board and the Federation.

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. When signed by both parties all the terms of this Agreement shall be legally binding. Despite reference herein the Board and the Federation as such, each reserves the right to act hereunder by committee, individual member or designated representative.

This Agreement may not be modified in whole or in part by the parties except as an instrument in writing duly ratified and executed by both parties.

The Board agrees not to negotiate at any time with any professional organization other than that designed as a representative pursuant to the Public Employment Relations Act, as amended. The Board further agrees to negotiate only with the Federation in regards to changes in salaries or other conditions of employment for Federation members to become effective during the term of this Agreement.

ARTICLE III BOARD RIGHTS & RESPONSIBILITIES

The Board, on its own behalf, and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities, and the exercise thereof conferred upon and vested in it by the laws and the Constitution of the state of Michigan and of the United States. Such rights shall include, subject to the express terms and conditions in this Agreement by way of illustration, and not by way of limitation, the right to:

- Administer and control the District's facilities and equipment and direct the operation and personnel of the District.
- Make assignments, direct the work of all of its personnel, and determine the hours of service, and starting and ending times.

- Establish, or modify any conditions of employment except those covered by the provisions of this Agreement.
- Determine and provide the services, equipment and supplies necessary to continue its operation.
- Adopt rules and regulations necessary for operations of the District.
- Determine and specify the qualifications of all bargaining unit members (bargaining unit members), including physical and mental conditions and fitness.
- Determine the number and location or relocation of all facilities.
- Determine the financial policies, including all accounting procedures necessary to operate the District.
- Determine the policies pertaining to public relations of the District and its programs.
- Determine the administrative structure, its functions, authority, and the amount of supervision.
- Determine the criteria for the selection, evaluation, and/or training of its bargaining unit members (bargaining unit members).
- Determine and make policy on any other SISD matter not specifically mentioned in this Agreement.
- Exercise any authority granted under applicable law where the law removes a matter from collective bargaining or where the law states that a matter is considered a prohibited subject of bargaining. The exercise of this authority shall remain with the Board and shall include the implementation of decisions related to any prohibited subjects of bargaining. Any Board decision related to a prohibited subject of bargaining or the impact of that decision on the Federation shall not be a subject for the grievance arbitration provisions set forth in this agreement.

No provision of this Agreement shall be interpreted in a way which denies or restrict the Board of its rights, responsibilities, and authority under the Michigan Revised School Code, Michigan Public Employment Relations Act, or any other national, state, district or local laws or regulations as they pertain to education.

The District shall provide the Federation with a copy of any new, revised or abolished work rules, policies, practices or procedures thirty (30) calendar days in advance of their effective date. The Federation shall have the right to grieve the reasonableness of any new, revised or abolished work rules, policies, practices or procedures within ten (10) calendar days of their effective date. The Federation also reserves the right to demand to bargain over the impact of any new or revised work rule, policy, practice or procedure within 10 days of its effective date.

ARTICLE IV WORKING CONDITIONS

The Board recognizes that facilities, equipment, and working space are essential to the operation of sound educational programs and will endeavor to provide the same in the better interest of Saginaw Intermediate School District.

The parties agree that the preservation of safe, responsible, and respectful surroundings is of paramount concern to both the Board and the Federation.

- A. Expense Reimbursement. Whenever and wherever a bargaining unit member incurs an expense with prior written approval for the purchase of equipment or services that are necessary in the performance of their job requirements, the Board shall reimburse to the bargaining unit member the full cost of such equipment or services. Any such equipment, when purchased, then becomes the property of SISD.
- B. Damage or Destruction of Property. Bargaining unit members shall not be held responsible or liable for damage or destruction of SISD property when such loss is not the fault of the bargaining unit member as determined by the immediate supervisor.
 - 1. The Board will reimburse bargaining unit members, in an amount not to exceed \$200 (\$300 for damages to hearing aids and glasses only) in any of the school years covered by this Agreement for damage or destruction to certain personal property which occurs while the bargaining unit member is on duty in the workplace. This Section shall cover personal property of a type normally worn or brought into the workplace, when the bargaining unit member has not been negligent, and only to the extent that such loss is not covered by insurance. The term "personal" property shall not include cash or jewelry (except wristwatches, which shall be covered). The damage or destruction shall not include or cover the effects of normal wear, tear and use.
 - 2. Bargaining unit members who bring personal property into their place of work (other than that personal property as defined in 1. above) will be reimbursed for damages or loss provided that advance written permission is obtained from the immediate supervisor on forms to be provided by the Employer. The amount of liability accepted by the Board will be indicated in writing. If such personal property is already protected by the bargaining unit member's insurance program, then both Member and Board shall be exempted from this clause. Proof of personal insurance of property owned by the bargaining unit member must be made available upon request by the immediate supervisor.
- C. Hartley Outdoor Education Schedule -
 - 1. Regular work schedules for bargaining unit members assigned to the Hartley Outdoor Education Center will be assigned by the Director not to exceed forty (40) hours per week. Scheduled days of work will be based upon offerings that have been approved by the Hartley Administrator as being sufficient to the covering of total costs associated with providing the program. Hartley bargaining unit members will be given a projected calendar prior to the beginning of the school year. Initial work schedules will be assigned by the Director based on seniority. Bargaining unit members so assigned will normally have duty free time (breaks) built into their schedule. Work schedules shall be flexible and will be assigned by the Director. Hartley staff will operate on a school year calendar. Scheduled days of work during the school year up to a maximum of one-hundred and eighty-seven (187) days (181 student instruction)/6 professional development) shall be compensated on the Hartley staff member's per diem rate. Scheduled days of work beyond the school year calendar shall be compensated at the summer hourly rate as noted in this Agreement.
 - 2. The Hartley school year calendar will include scheduled days worked plus Opening Day and two and one-half (2.5) professional development days. If scheduled days worked with students equals one-hundred and eighty-one (181) days within the school year, Hartley staff will be granted an additional two and one-half (2.5) professional development days to equal a total number of six (6) professional development/non-student days. Projected days of work shall be established by the Hartley Administrator at the beginning of the school year and will be reviewed by the Administrator in January and June of the school year with contract

adjustments (if necessary) to occur in the second (2nd) pay of January and the second (2nd) pay in June.

D. SISD Operated Classrooms.

1. Normal work hours for bargaining unit members assigned to work in a SISD operated classroom will be as follows:
 - a. Millet Staff hours will be from 7:50 A.M. to 3:25 P.M. Monday through Friday.
 - b. Transition Center Staff hours will be from 7:45 A.M. to 3:15 P.M. Monday through Friday.
 - c. Great Lakes Bay Early College staff hours will be from 7:30 A.M. to 3:30 P.M. Monday through Friday.
 - d. Saginaw County Juvenile Detention Center staff hours will be from 8:00 A.M. to 4:00 P.M. Monday through Friday.
 - e. Saginaw Therapeutic Education Program - Merrill staff hours will be from 7:40 A.M. to 3:10 P.M. Monday through Friday. St. Charles staff hours will be from 7:30 A.M. to 3:00 P.M. Monday through Friday.
2. The District may alter the start/end times by up to fifteen (15) minutes earlier or later, leaving the length of the day the same, at the beginning of a school year with notice to affected bargaining unit members no later than August 1.
3. There will be a thirty-nine (39) minute duty free lunch.
4. Staff is expected to attend a thirty (30) minute staff meeting monthly with the exception of December, April, and June.
5. For the Transitions Center and Millet, a thirty (30) minute work team meeting time will be scheduled between 7:50 A.M. to 8:20 A.M. monthly with the exception of December, April, and June.
6. For Transitions Center and Millet, thirty (30) minute prep time will be scheduled between 7:50 A.M. to 8:20 A.M. monthly with the exception of December, April, and June.
7. Actual scheduled days for the staff meetings, work team meetings, and prep time will be worked out on an annual basis with the relevant decision-making group, such as the building school improvement team or self-directed work team. This annual schedule shall be provided to the Superintendent at the beginning of each school year covered by this Agreement.
8. Staff may be required to attend one evening activity (i.e., open house) per school year.
9. Bargaining unit members shall not be required to report for work more than one (1) hour prior to student arrival time and shall not be required to remain at work for more than one (1) hour after the daily scheduled work time. There will be one (1) staff meeting per month that begins thirty (30) minutes prior to the regular scheduled start time.

Professional Development. With the exception of December, April and June, one (1) hour per month beyond the daily scheduled work is required for professional development as designed by the Building/Program Administrator with input from the existing school improvement team.

E. Ancillary Staff.

1. Regular work schedules for non-classroom-based bargaining unit members will not exceed a forty (40) hour week. The work schedule will follow the daily schedule of the building to which the bargaining unit member is primarily assigned.
2. Bargaining unit members assigned to work sites other than Millet and the Transitions Center School shall meet the one-hundred and eighty-seven (187) workdays as noted herein and will follow the calendar and hours of the districts to which they are

assigned. Scheduling conflicts with local district calendars shall be addressed in advance between the bargaining unit member and the appropriate supervisor.

3. Bargaining unit members, to the extent possible, will not be required or assigned to health care training and direct health care support with medically fragile students. An exception to this may be made, by consensual agreement, if nursing staff are consistently available on site and the bargaining unit member has been trained by a nurse. Bargaining unit members will not be required to direct or supervise other personnel engaged in activities falling within the scope of nursing practices.
4. Salary schedule A will be based on one-hundred and eighty-seven (187) workdays for bargaining unit members, including one-hundred and eighty-one (181) student instruction days, five (5) professional development days, and one (1) teacher record day. Salary schedule B will be based on one-hundred and ninety-five (195) workdays for bargaining unit members, including one-hundred and eighty-nine (189) student instruction days, five (5) professional development days, and one (1) teacher record day.

Teacher Record Day is for bargaining unit members to work on Progress Reports and information needed for IEPC's and/or METs. Meetings are not to be held on Teacher Record days unless mutually agreed upon by the parties involved.

All Act of God days or delays will be made up at the end of the year in accordance with the provisions of ARTICLE V, WEATHER/SCHOOL CLOSURE, paragraph A unless mutually agreed upon by the Board and Federation.

ARTICLE V WEATHER/SCHOOL CLOSURE

- A. In the event of severe inclement weather, an Act of God, or when otherwise determined by the District, nothing in this Article shall require the Board to keep schools or other workplaces open. The District will notify Bargaining Unit Members by announcing said closure via text message, email, or phone call. Bargaining Unit Members are responsible to maintain current contact information on file with the District to allow for such notification. When ISD facilities or school buildings in which bargaining unit members perform their jobs are closed due to the above-mentioned conditions, members shall not be required to report for duty except as noted in Section B. The District shall require make up days when necessary to ensure compliance with applicable law and State requirements. Said days shall be made up without additional pay to bargaining unit members. In the event it is necessary to make up days, said days will be scheduled at the end of the school year unless otherwise agreed by the parties.
- B. With respect to the closing of school buildings or other facilities in which bargaining unit members work, members will follow procedures for such contingencies at their established place of work (including constituent school districts). When school is canceled for students at Millet Learning Center and/or the Transitions Center School bargaining unit members whose primary workplace is located at Millet Learning Center and/or the Transitions Center School are not required to report. Bargaining unit members whose workplace is other than the Millet Learning Center or the Transitions Center School, such as bargaining unit members assigned to classrooms in other buildings, will follow the school closure procedures or policies for

bargaining unit members of that district. They shall not be required to report to Millet Learning Center or other SISD site in the event that their workplace is closed and any other site is open. When school is open in the school district in which a classroom program resides, classroom staff will report for work. These days will be counted against required student instruction make up dates. Instructional make up days for classroom staff will only be determined on the basis of instructional days worked in that classroom. Bargaining unit members whose duties require travel and who have scheduled work on that day in other local school districts shall report to the scheduled districts that are open.

ARTICLE VI

PROTECTION OF BARGAINING UNIT MEMBERS

- A. Any case of assault on a bargaining unit member arising out of or in the course of a member's employment shall be reported to the Board or its designated representative. If a legal suit is brought against a bargaining unit member as a result of confidential information or misuse of such information, the Board will pay for legal counsel for such member if proven innocent and only if such coverage is provided by an insurance program paid for by the Board.
- B. During the term of this Agreement, the Board will continue to purchase errors and omissions and liability insurance for bargaining unit members for a minimum of \$1,000,000 (one million dollars) protection.
- C. Time lost by a bargaining unit member in connection with any incident mentioned in this Article shall not be charged against the member up to a maximum of five (5) days. Additional time lost, if required, may be charged against sick or personal leave with prior written approval from the immediate supervisor. Proper notification will be given to the appropriate administrator.
- D. The Board will provide the Federation with a copy of the liability insurance policies purchased by the Board which affect this Agreement upon request by the Federation.
- E. Any bargaining unit member will be entitled at all times to have a representative of the Federation present whenever a hearing is being conducted for possible discipline. When such request for representation is made no action shall be taken with respect to the bargaining unit member until such representation by the Federation is present. All discipline must be for reasons not arbitrary or capricious and are subject to the grievance procedure through and including binding arbitration. Provided however, that disciplinary action pertaining to probationary bargaining unit members shall not be subject to the grievance procedure.
 - 1. Prior to imposing discipline, the District will provide the employee with notice of the conduct or performance deficiency and an opportunity to respond. This shall not impact the District's ability to place an employee on paid administrative leave pending discipline when deemed necessary.
 - 2. The following progressive system of discipline will normally be followed except in the handling of serious misconduct:
 - a. Verbal warning by appropriate administrator.
 - b. Written reprimand by appropriate administrator.

- c. Suspension without pay.
 - d. Dismissal.
- 3. A copy of any disciplinary action issued shall be served on the impacted employee, and, upon request, to his or her Union Representative.
- F. Any complaint made against a bargaining unit member by any parent, student or other person will be brought to the attention of the bargaining unit member in a timely manner by the appropriate administrator if such complaint is to be used as a basis for any disciplinary or legal action against the specified bargaining unit member.
- G. The probationary period for bargaining unit members who are subject to the Michigan Teacher Tenure Act, as amended, shall be that as specified in the Act. All other bargaining unit members shall be subject to a four (4) year probationary period.
- H. If legal action is brought against a bargaining unit member as a result of disciplinary measures implemented with a student, the Board will provide legal counsel and assistance to the bargaining unit member provided the bargaining unit member performed his/her professional responsibility in accordance with Board policies, building level discipline procedures, the student's current IEP, the student's current behavior plan and/or other provisions of applicable statute or department rule.

ARTICLE VII EVALUATION

The parties recognize that for bargaining unit members whose employment is regulated under section 1249 of the Revised School Code, evaluations will be conducted by the SISD in accordance with applicable law. See attached summary concerning the SISD's statutory obligations in conducting teacher evaluations. Individual teacher evaluations are not subject to the grievance and arbitration provisions herein. However, the Federation reserves the right to prosecute a grievance if it asserts the SISD is not properly administering the teacher evaluation procedures set forth by law. Absent extenuating circumstances, teacher evaluations will not be scheduled before October 1st each year. Year-end teacher evaluations will be completed by May 15th each year.

ARTICLE VIII LEAVES

- A. At the beginning of each school year, each bargaining unit member shall be credited with fifteen (15) days of leave. Up to five (5) unused leave days may carry over for use during the subsequent school year as additional sick days. Any remaining unused days shall accumulate up to ninety (90) days to be banked as Long Term Banked Leave. Of the fifteen (15) leave days will be twelve (12) will be for sick days (thus a maximum of 17 sick days in a school year), three (3) may be used for personal business requiring at least twenty-four (24) hour advance notice each school year.
 - 1. Up to two (2) sick days may be used to attend to non-medical emergency situations which require the Bargaining Unit Member's immediate attention. The District may require documentation to establish the existence of a legitimate emergency situation.
 - 2. All of these days may be used as sick time, if needed.

3. Sick time may be used for any purpose covered under the Earned Sick Time Act (ESTA), MCL 408.961, *et al.* Sick time may be requested and used in accordance with District policy.
 4. Long Term Banked Leave days are allowed to be used for any purpose covered under the Family Medical Leave Act (FMLA), 29 U.S.C. 2601, *et al.*, or as otherwise expressly stated below.
 5. Leave is frontloaded for administrative purposes. An employee who terminates employment and has used more leave time than he or she has earned during the fiscal year will be required to repay the overpayment to the District.
- B. Summer school teachers will be credited with one (1) sick day at the conclusion of the summer period which will be added to the employee's annual leave credit at the beginning of the following school year.
- C. Leave may also be taken by a bargaining unit member for the following reasons and subject to the following conditions:
1. Jury Duty - When a bargaining unit member is called to jury duty, such jury duty time shall not be counted against their leave time. Bargaining unit members shall be reimbursed, by the Board, for the purposes of pay, the difference between jury duty-reimbursed expenses and their per diem rate.
 2. Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Pregnant Workers Fairness Act (PWFA) - bargaining unit members shall be paid by using their annual or banked leave concurrent with FMLA or any leaves granted under the ADA or PWFA. However, up to five (5) sick days may be saved by an employee for use upon their return to work from leave.
 3. Child Care Leave - A member shall be granted an unpaid child care leave of up to one year upon satisfactory evidence that in the opinion of proper professional or medical authorities, the child's physical or mental well-being would be adversely affected by failure of the Board to grant such leave to a member. Fringe benefits beyond the requirements of the Family Medical Leave Act may be continued at the bargaining unit member's expense under the provisions of COBRA. Annual or banked leave will be coordinated with any Child Care Leave that is granted.
 4. Medical or Nursing Care - The bargaining unit member may take up to five (5) days to make arrangements for medical or nursing care for a family member or dependent. Family member and dependent will be given the same meanings as provided for in the FMLA or ESTA. Annual or Long Term Banked Leave will be coordinated with any leave granted.
 5. Extended Illness - A bargaining unit member who is unable to perform services because of personal illness or disability must first utilize their annual leave, and/or Long Term Banked Leave. However, upon completion of forty-five (45) continuous sick days, that bargaining unit member will be eligible to apply for compensation under the LTD program which shall be responsible for any continuation of pay subject to the terms of the LTD program. That bargaining unit member shall be granted leave of absence and shall receive disability compensation, if any, under the terms of the LTD program for the duration of such illness or disability. The Board agrees to continue its contributions for medical benefits as required by FMLA.
 6. Absence due to injury or illness (inclusive of mumps, scarlet fever, measles, chicken pox, pink eye, or treatment for communicable infestations such as ringworm, lice, scabies, or impetigo) incurred in the course of the employment shall not be charged against the bargaining unit member's sick leave days and the Board shall pay to such member the

difference between their salary and benefits received under the Michigan Workmen's Compensation Act for the duration of such absence. Such payments shall be for a maximum of twelve [12] months. If an employee cannot return within 12 months, the employee may draw days from their Long Term Banked Leave.

7. Military Leave - The Board will grant military leaves in accordance with applicable Michigan and Federal statutes.
 8. Federation Days - The Board shall allow individuals appointed by the Federation a maximum of ten (10) days total absence, without reduction or loss of pay, to attend Federation conferences and/or attend District meetings where representation is permitted under this Agreement. The Federation shall reimburse the Board for mandatory employer MPERS contributions for the bargaining unit member and wages paid substitute teachers employed to replace the bargaining unit member during said absence.
- D. If a SIFT member is granted an extended leave during his/her first (1st) year of employment with the District for personal illness and if the SIFT member is not eligible for Family Medical Act (FMLA) continuation of health care coverage while out on such leave, the District will continue health care coverage up to the twelve (12) week (60 work day) maximum if the employee is granted a leave of absence. If the bargaining unit member fails to return to work after the twelve (12) week (60 work day) maximum, the employee must repay the cost of health care coverage.
- E. Return From Leave - Upon return from leave of ninety (90) or more work days, the bargaining unit member shall be restored to either the same position from which leave was taken or to another position for which the bargaining unit member is certified and qualified provided the bargaining unit member is not subject to layoff.
- F. An employee will be terminated after two (2) days as a no call no show in a school year.
- G. Bereavement Leave - Bereavement leave will be granted and administered as follows, subject to the eligibility conditions and administrative provisions set forth in this Section. For purposes of this Section, "day" or "leave day" means a scheduled workday for the employee, and the paid hours granted will equal the employee's regularly scheduled hours for the day(s) missed. Bereavement leave is a separate paid leave category and is not deducted from other paid time off benefits.
- a. A maximum of five (5) paid leave days will be granted whenever there is a death in the employee's immediate family. Immediate family shall be interpreted as husband, wife, child, mother, father, brother, sister, and grandchildren, as those relationships are commonly understood, including legally recognized step relationships. For purposes of this Section, "child" includes a biological child, adopted child, foster child, stepchild, legal ward, and a child to whom the employee stands in loco parentis. For purposes of this Section, "death of a child" also includes qualifying pregnancy loss as described in paragraph e below.
 - b. A maximum of three (3) paid leave days will be granted for the death of a father-in-law, mother-in-law, grandparent, and legal guardian. The District will interpret "legal guardian" to include court-appointed guardianship and other legally recognized custodial relationships.
 - c. A maximum of two (2) paid leave days will be granted for the death of a brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece and/or nephew.

- d. Such days may be used to handle any business necessary for the underlying death, including attendance at a funeral, memorial, ceremony, or interment, and reasonable travel time when the services or immediate matters require travel. Extensions may be granted upon approval by Human Resources; however, in the event of an approved extension, available sick days, personal days, vacation/PTO (as applicable), will be utilized if available.
- e. For purposes of paragraph (a) above, qualifying pregnancy loss includes miscarriage or stillbirth experienced by the employee or the employee's spouse, and such event will be treated as "death of a child" for bereavement eligibility. Pregnancy loss occurring at or after twelve (12) weeks of gestation will be qualifying for purposes of bereavement leave, subject to paragraph 7 below if verification is requested. This paragraph is intended to address bereavement and grief-related time needs, and it does not limit the employee's ability to request sick leave, statutory leave, or other approved leave for physical recovery or related medical needs arising from pregnancy that is not covered by this policy.
- f. Bereavement leave should be taken as near as practicable to the date of death or the related services, and it must be used in consecutive days within fourteen (14) calendar days of the date of death unless the funeral, memorial, ceremony, or interment occurs later. When services occur later, bereavement leave may be used during consecutive days which include the date on which the funeral, memorial, ceremony, or interment occurs.
- g. Proof of death and relationship of the deceased may be requested at the District's discretion before bereavement will be granted. For pregnancy loss, if verification is requested, acceptable verification will be limited to a brief statement from a licensed health care provider, confirming that a pregnancy loss occurred after week 12 of the pregnancy. Any medical information provided under this paragraph will be treated as confidential and maintained separately from the employee's general personnel file, with access limited to HR personnel who have a legitimate need to know for leave administration.

ARTICLE IX

STAFF SENIORITY, LAYOFF, & RECALL

A. Seniority.

1. SISD/bargaining unit seniority will commence with the SISD hire date (date of Board approval) and shall apply to all bargaining unit members and shall be ranked from the highest to the lowest within the bargaining unit. When more than one (1) bargaining unit member is hired on the same date, seniority rank will be determined by lot. Bargaining unit members shall not have seniority during the probationary period, however upon successful completion of the probationary period; seniority shall be counted retro-actively to the SISD hire date (Board approval). Seniority for bargaining unit members hired prior to July 1, 1999 shall be as of the date stated in the seniority list published in January of 1999.
2. The bargaining unit member assigned to the regular school year program/services shall be given first priority for the continued delivery of service/programming needs that extend beyond the regular school year. If that bargaining unit member declines,

assignments will be made based upon appropriate certification/qualifications and seniority from the pool of interested bargaining unit members.

3. Seniority shall accrue on all medical and approved leaves of one (1) year or less. For bargaining unit members who have extended leaves of absence beyond one (1) year, seniority shall be capped at one (1) year. Bargaining unit members on layoff status shall have their seniority frozen at the time of layoff. Seniority shall not accrue to laid-off bargaining unit members.
4. Seniority shall be counted and shall accrue to bargaining unit members (except probationary bargaining unit members) on a per contracted work day basis and shall conform to the following formula:
 - a. Members who work at least the contracted Federation calendar year shall earn one (1) year of seniority.
 - b. Bargaining unit members who work less than the contracted Federation calendar year shall accrue seniority on a pro-rated basis.
 - c. Bargaining unit members who work at least one-half (0.5) day shall be credited one-half (0.5) day of seniority. Members who work less than one-half (0.5) day shall not be credited with seniority.
5. Each year the Board shall prepare a seniority list by certification and classification and transmit a copy of the same to the Federation on or before the 1st day of November, which shall be updated by February 1. If no objections to the seniority list are received within thirty (30) days from its distribution, the Board's list shall be regarded as conclusive.

B. Layoff.

In order to promote an orderly reduction in bargaining unit members when the educational program, curriculum and staff are reduced, the following procedure will be used for bargaining unit members not regulated by the Michigan Teachers' Tenure Act:

1. Probationary bargaining unit members shall be laid off first provided there is an bargaining unit member who is state approved, authorized and available to perform the duties of the position the probationary bargaining unit member is vacating, or unless the position that the probationary bargaining unit member is vacating is being eliminated together.
2. If reduction of bargaining unit members is still necessary, then non-probationary bargaining unit members in the specific positions in classifications being reduced or eliminated shall be laid off in the inverse order of seniority.
3. A non-probationary bargaining unit member who is identified for reduction pursuant to this Article has the right to be placed in a Federation position for which he/she has state approval to fill, as of the time of layoff, and which is occupied by a bargaining unit member with less seniority. Any exercise of this right by a bargaining unit member must be within ten (10) calendar days of his/her receipt of a layoff notice. Layoff notice shall be served either by registered mail to the bargaining unit member's last known address, return receipt requested, or by personal service to the bargaining unit member.

C. Non-Teacher Recall Procedure.

1. Non-probationary bargaining unit members on layoff shall be recalled in order of seniority provided the more senior bargaining unit member is state approved to fill the vacant assignment.

2. No new personnel shall be employed by the Board to fill vacant Federation positions while there are state approved bargaining unit members on layoff status eligible for recall. No probationary bargaining unit member shall be recalled prior to a non-probationary bargaining unit member approved to fill the available assignment.
3. The Board shall give written notice of recall from layoff by sending a certified letter to said bargaining unit member at his/her last known address. It shall be the responsibility of each bargaining unit member to notify the Board of any changes in address by certified letter. The bargaining unit member's address as it appears on the Board's records shall be conclusive when used in connection with layoff, recall, or other notices to bargaining unit members.
4. A bargaining unit member on layoff status will be considered to have voluntarily terminated his/her employment if:
 - a. He/she fails to respond to a letter of recall within ten (10) calendar days of the date received by sending a certified letter indicating intent to return by reporting date specified in the recall notice and reporting for work on that date, unless otherwise excused in advance by the administration.
 - b. A laid-off bargaining unit member (with the exception of probationary bargaining unit members) employed under contract by another Michigan K-12 or Intermediate School District at the time of recall may properly refuse call. However, if the bargaining unit member is offered a position by July 1 at SISD for the ensuing school year, the bargaining unit member's refusal of the offer shall constitute a resignation and his/her employment shall automatically terminate.
5. Probationary bargaining unit members shall remain on the recall list and shall be eligible for recall for a period not to exceed one (1) year from their effective date of layoff, or their length of service with the District whichever interval is shorter. At the expiration of the recall period, all rights to re-employment are automatically lost. Non-probationary members shall remain on the recall list and shall be eligible for recall for a period not to exceed three (3) years from their effective date of layoff. At the expiration of the recall period, all rights to re-employment are automatically lost.
6. Laid-off bargaining unit members eligible for recall and state approved for the specific vacancy shall be recalled prior to posting. Recall rights of laid-off bargaining unit members shall supersede requests for internal transfers and re-assignments.
- D. Teacher Layoff/Recall. The parties recognize the District's statutory authority under Section 1248 of the Revised School Code. Therefore, personnel decisions, and the effects thereof, resulting in the elimination of a position, or hiring thereafter, are excluded from bargaining and the grievance procedure identified herein.
- E. Bargaining Unit Members - Special Grants. Bargaining unit members, whose salaries are paid from special grant funds may be laid-off when such funds are no longer available, provided the positions remain unfilled. Efforts to secure renewal of grants to continue employment of bargaining unit members whose salaries are paid from these funds will be made unless the Board decides to discontinue the project.
- F. Notice of Certification and Approval. A bargaining unit member shall provide written notice to the Board and Federation of any change to his/her certificates, endorsements, licenses, or approvals after the original filing of same with the Board. This shall include notice of any additional endorsements, certificates, renewals, approvals, as well as expirations, revocations and any limitations thereon. The bargaining unit member shall

further notify the Board and Federation, in writing, in the event that he/she petitions the State board of Education for nullification or limitation of his/her certificate, one or more endorsements thereon or a grade level certification appearing on the certificate.

The certification (and/or approval) of a bargaining unit member to be laid off shall be the certification (and/or approval) on file with the Board at the time the notice of layoff is sent. The certification (and/or approval) of a bargaining unit member to be recalled from layoff shall be the certification (and/or approval) on file with the Board at the time the notification of recall from layoff is sent. It is the bargaining unit member's duty to make sure the Board's records are correct and to notify the Board, in writing, of any inaccuracies or changes.

ARTICLE X

ASSIGNMENT/VACANCIES/TRANSFERS

- A. Assignment: Except as limited herein, the District will have the right to determine assignments. Other than in exceptional circumstances, bargaining unit members shall only be assigned in areas in which they are appropriately certified. Such notice shall include work locations and/or work schedule.
- B. Voluntary Transfers: Requests by a bargaining unit member to fill any vacancy shall be made in writing. The request shall specify the school, grade, subject/position sought, and the applicant's academic qualifications. All transfer requests shall be made to the respective Department Head, with a copy to the Federation, on or before April 1 of each school year. The District may grant or deny the transfer at the District's discretion.
- C. Involuntary Transfers: An involuntary transfer shall be defined as a change in assignment made by the District without request by the bargaining unit member. Involuntary transfers must be approved by the Superintendent or designee. Involuntary transfers may be affected within the discretion of the District for lawful reasons. During the school year, ten (10) school days' notice of the intention to transfer, specifying the reasons for and the specific position to be transferred to, shall be provided to the affected bargaining unit member and the Federation. Bargaining unit members who are involuntarily transferred will be granted up to two (2) student free workdays to accomplish the transfer.
- D. Vacancies: A vacancy shall be defined, for purposes of this Agreement, as a position within the bargaining unit presently unfilled by a certified or licensed bargaining unit member, including newly created positions, any position that is unfilled or without a permanent bargaining unit member for at least ninety (90) school days, as well as such positions currently filled but anticipated to be open in the future for a period of ninety (90) or more school days. Determining whether a vacancy exists is in the discretion of the District in accordance with this section.

The Board shall publicize the vacancies by posting the vacancy on the District website including a job description and requirements for application and hiring. The vacancy will be posted for at least five (5) workdays. No position shall be permanently filled until the expiration of the posting period during which internal and external candidates may apply.

ARTICLE XI GRIEVANCE PROCEDURE

A. Definition:

Any claim by a bargaining unit member of the Federation that there has been a violation or misinterpretation of the specific terms or provisions of this Agreement, or a complaint concerning disciplinary action against a non-probationary bargaining unit member whose employment is not regulated by the Michigan Teachers' Tenure Act, which has been implemented without reasonable and just cause shall be a grievance and shall be resolved through the procedure set forth herein. Any complaint subject to the procedures of the Teacher Tenure Act shall not be the basis of any grievance filed under the procedure outlined in this article. Complaints or claims involving non-renewal, dismissal or discipline of probationary bargaining unit members shall not be subject to the grievance procedure. Decisions and the impact of decisions concerning topics identified as prohibited subjects of bargaining pursuant to the Public Employment Relations Act and other applicable laws, as they currently exist or as they may be modified in the future, are specifically excluded from, and not subject to, this grievance and arbitration procedure.

B. Procedure of Handling:

1. The bargaining unit member who feels that they have a grievance should first take the matter up verbally with the Supervisor who will attempt to resolve it.
2. If this discussion with the Supervisor fails to resolve the grievance, the bargaining unit member shall reduce the grievance to writing, (within ten [10] working days following the act or condition which is the basis of the grievance, otherwise the grievance is deemed waived) specifying the section of this Agreement the teacher alleges is violated, the events that caused the alleged violation, and the remedy the teacher seeks.
3. Within five (5) working days of receipt of the written grievance, the Supervisor shall arrange a conference to review and consider the grievance. At the time of conference, the bargaining unit member may appear personally or they may be represented by the Federation representative, or both. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the bargaining unit members.
4. Within five (5) working days after such conference or longer if mutually agreed to, the Supervisor shall answer grievance in writing.
5. If the grievance is not appealed from the written answer within five (5) working days after receipt of such answer, the Supervisor's decision will be final.
6. If the Federation does not accept the Supervisor's written answer, the grievance may be appealed to the Superintendent, or designee sending such notice in writing to the bargaining unit member within five (5) working days from the date of Supervisor's written decision.
7. Within ten (10) working days of receipt of the written appeal, the Superintendent, or designated representative, will arrange for a conference to satisfactorily resolve the grievance. Such conference shall be scheduled at a time when there is no disruption of normal school routine and duties of the bargaining unit members.
8. Within ten (10) working days, after the conference or longer if mutually agreed to, the Superintendent, or designated representative, shall answer such grievance in writing.
9. Such answer shall be final and binding unless appealed to the next step by the Federation within fifteen (15) working days from the date of the Superintendent's written decision.

10. If the grievance is not settled at the preceding step, it may be submitted to binding arbitration at the election of the Federation if appealed within fifteen (15) working days of the Superintendent's decision. Such appeal shall be made pursuant to the rules of the American Arbitration Association (AAA), with a copy submitted to the Superintendent.
 11. The fees and expenses of the impartial arbitrator, cost of transcript (if one is requested by the Arbitrator), and cost of the hearing room shall be borne equally by both parties. All other expenses incurred shall be paid by the party incurring them.
 12. The Agreement constitutes a contract between the parties which shall be interpreted and applied by the parties and by the Arbitrator in the same manner as the collective bargaining agreements. The function and purpose of the Arbitrator shall, therefore, not have authority, nor shall they consider their function to include, the decision of any issue not submitted to or to so interpret or apply the Agreement as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules of contract construction. The Arbitrator shall not give any decision which in practical or actual effect modifies, revises, detracts from or adds to, any of the terms or provisions of this Agreement. Past practice of the parties in interpreting or applying terms of the Agreement can be relevant evidence, but may not be used so as to justify, or result in what is in effect a modification (whether by addition or detraction) of written terms of this Agreement. The Arbitrator may not render a decision merely because in his/her opinion such a decision is fair or equitable or because in his/her opinion it is unfair or inequitable.
 13. Unless expressly agreed to by the parties, in writing, the Arbitrator is limited to hearing one issue or grievance upon its merits at any one hearing. Separate Arbitrators shall be constituted for each grievance appealed to binding arbitration.
- C. Any bargaining unit member covered under this Agreement, or any group of such bargaining unit members of the Federation believing that they are aggrieved, may file a grievance and have it resolved in accordance with the principles and procedures designated in this Article. Individual bargaining unit members may not appeal a grievance beyond the Supervisor's level. Nothing contained herein shall be construed as limiting the right of any bargaining unit member to discuss the matter informally with his/her supervisor as described in Level One of the grievance procedure.
- D. A bargaining unit member or group of bargaining unit members may be represented at any level of the grievance procedure by a designated representative of the Federation.
- E. The primary purpose of this grievance procedure is to secure equitable solutions at the closest supervisory level possible. Both the Federation and the Board agree that these proceedings shall be kept confidential as may be appropriate at each level of the procedure.
- F. The term "days" in this article shall mean calendar days except where otherwise indicated. The term "working days" in this article shall mean Monday through Friday, excluding federal holidays.
- G. It is important that grievances be processed through the steps as rapidly as possible. The number of days indicated at each step should be considered to be the maximum and every effort should be made to expedite the process. The parties may, however, mutually agree to extend the time limits at any step.
- H. No reprisals of any kind shall be taken by or against any party of interest or any participant in the procedure by reason of such participation.
- I. A grievance may be withdrawn by mutual agreement at any level without prejudice.

- J. Neither party may assert, in arbitration proceedings, any evidence not disclosed to the other party prior to the arbitration hearing.
- K. In processing grievances, release time will be granted upon mutual consent by the aggrieved person, Federation and Superintendent or if so required by the arbitrator. Such release time shall be without loss of pay or penalty.

ARTICLE XII

AGREEMENT AMENDMENTS & EMERGENCY MANAGER

Changes and/or additions to this Agreement by the negotiating committees of both the Board and the Federation shall be considered a part of this Agreement upon approval of both the Federation and the Board.

An Emergency Manager appointed under the "Local Financial Stability and Choice Act, MCL 141.1541, *et seq.*" shall be able to reject, modify or terminate this Agreement as provided in the Act.

ARTICLE XIII

NO STRIKE CLAUSE

The Federation and the Board recognize that strikes and other forms of work stoppages by teachers are contrary to law and public policy. The Federation and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Federation therefore agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any teacher take part in any strike, slow-down or stoppage of work, boycott, picketing or similar interruption of activities in the school system. Failure or refusal on the part of any teacher to comply with any provisions of this Article shall be cause for whatever disciplinary action is deemed necessary by the Board.

ARTICLE XIV

FINANCIAL DATA

The Board agrees to furnish the Federation, upon request, information concerning the financial resources of the District, including, but not limited to, annual financial budgets or reports, registers of bargaining unit members, membership data, salaries paid thereto and educational background, and such other information that is necessary for negotiations and the representation and processing of grievances. Such information shall be transmitted to the Federation within a reasonable time, or the Federation shall be notified if such information is not available.

ARTICLE XV NON-DISCRIMINATION

The parties agree that it shall be a violation of this Agreement for the Board or Federation to limit, segregate, or classify any bargaining unit member which in any way deprives any bargaining unit member of employment opportunities or otherwise adversely affects their status as a bargaining unit member because of such individual's race, color, religion, sex, sexual orientation, age, marital status, height, weight, handicap or national origin.

ARTICLE XVI DUES DEDUCTION

The Board and the Federation agree that no bargaining unit member may be compelled to become or remain a member of the Federation or be compelled to provide any sort of financial support, or otherwise, to the Federation. In order to provide each bargaining unit member the ability to make their own independent decision regarding Federation membership, and in the spirit of mutual cooperation, the following applies:

1. Payroll Deduction of Union Dues.
 - a. Each Employee who chooses to become a member of the Union shall complete and sign a Union membership form, which shall authorize the deduction of Union dues from their wages, or pay manually, either by check or another secure payment method.
 - b. The membership form shall be prepared by the Union and be acceptable to the Employer, provided that the Employer may not unreasonably reject the text of the form. The Union may change the text of the form from time to time and the Employer shall be provided notice of any change and a copy of the modified form.
 - c. The Union shall provide the Employer a list of persons who are members of the Union and wish to have dues deducted. Upon receipt of that list, the Employer will deduct the appropriate amount of dues from Union members' wages. The Union shall notify the Employer of the amount of dues to be collected.
 - d. Monies so deducted will be transmitted electronically to the Union's bank account no later than fifteen (15) business days following each deduction.
 - e. A data file documenting each deduction will be transmitted to the Union in a mutually agreeable electronic format no later than fifteen (15) business days following each deduction.
2. Change of Member Status. To withdraw their authorization of membership dues deduction, an Employee must notify the Union in writing that they wish to withdraw from membership and remove their authorization of dues deduction. Payroll deduction of dues will cease as soon as practicable upon the Union's receipt of notice from the member that they wish to end membership and communication of that change to the Employer.
3. Indemnification. The union agrees to defend, indemnify and save the Employer harmless against reasonable attorney fees and court costs, and any and all claims, suits, or other forms of liability because of compliance with this Article, provided that in the

event of any such claim, suit, or action, the Employer shall give timely notice of such action to the Union. The Employer agrees to give full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both the trial and appellate levels.

Promptly after approval of their hiring, the Federation will be notified of the name(s) of each person newly employed by the Board who will be assigned to a position in this bargaining unit.

ARTICLE XVII SICK LEAVE BANK

A sick bank is hereby established consisting of five-hundred (500) days established by the Board and Federation.

If the utilization of the sick bank causes it to fall below five-hundred (500) days in order to maintain five hundred (500) days the bargaining unit members days in excess of ninety (90) at the end of the year will be placed in the bank to maintain up to five-hundred (500) days. If the sick bank goes below two-hundred and fifty (250) days the Board will add additional days to maintain the bank at the two-hundred and fifty (250) day level. A reporting of the status of the bank will be done at the beginning of each school year.

Sick bank will be used for the same purposes as Personal Illness/Disability leave days. Upon accumulation of ninety (90) Long Term Banked Leave days all excess days will be placed in the Sick Bank for bargaining unit member use in case of illness or temporary disability.

The sick bank shall be administered by the Federation and the Administration who shall have equal representation.

Criteria for Use of the Community Sick Bank:

1. Must be employed with Saginaw ISD for one (1) full year from date of hire to be eligible to use.
2. The request must be submitted in writing to both the Federation President and the Personnel Director or designee.
3. The bargaining unit member must exhaust all personal banked time (sick, personal business) prior to being eligible.
4. The personal illness or disability must be documented with written verification from the treating physician.
5. The community sick bank will not be utilized by the bargaining unit member for elective surgeries that could be scheduled outside of the school year and will not be used for routine medical, dental, or vision appointments.

6. For Long Term Use: use of the Sick Leave Bank is tied to the application for Long Term Disability (LTD) benefits. Days eligible for use will be the total number of days needed to qualify for LTD
7. For Short Term Use: short term use will be capped at a maximum of ten (10) days per bargaining unit member per school year. Short term use may only be used by the bargaining unit member for their own personal illness/disability.
8. The bargaining unit member will be notified of the decision within five (5) working days of submission of said request.

ARTICLE XVIII SALARY SCHEDULE

Differential Categories

- A. Salary schedule adjustments will be made and become effective the first full pay period occurring no later than thirty (30) calendar days after the date the District receives official transcripts documenting credits earned from the institution of higher education. Provided, however, salary adjustments based on official transcripts received on or after May 15th will be become effective the next school year.
- B. Schedule A Positions are defined as the following:
 1. BA, MA, MA30
 - a. Special Education Teachers
 - b. Teacher Consultant
 - c. Behavior Consultant
 - d. Early On Teachers
 - e. Vocational Consultant
 - f. Naturalist Teacher Hired before July 1, 2017
 - g. SLP-CFY, Bachelor's Social Worker, Limited Licensed Master's Social Worker, Limited Licensed Professional Counselor, Preliminary School Psychologist
 2. MALIC
 - a. Fully Licensed Providers who are serving in the role of licensed practitioners
 - i. Occupational Therapist, Physical Therapist, SLP-CCC, School Psychologist Certificate, Licensed Master's Social Worker, Audiologist, Licensed Professional Counselor
- C. Schedule B Positions are defined as the following:
 1. BA, MA, MA30
 - a. Early College Teachers (195 Day Calendar)
 - b. Juvenile Detention Center Teachers (195 Day Calendar)
 - c. Naturalist Hired on or after July 1, 2017 (187 Day Calendar)

Individuals shall be placed on the MA30 Salary Lane if they have completed a graduate program consisting of 60 or more credit hours or if they have earned at least 30 graduate-level credit hours beyond the conferral of a master's degree.

2026-2027 Salary Schedules

	Step	BA	MA	MA 30	MALIC
Schedule A	1	50,000	55,000	60,000	62,500
	2	52,500	58,000	63,000	65,500
	3	55,000	61,000	66,000	68,500
	4	57,500	64,000	69,000	71,500
	5	60,000	67,000	72,000	74,500
	6	62,500	70,000	75,000	77,500
	7	65,000	73,000	78,000	80,500
	8	67,500	76,000	81,000	83,500
	9	70,000	79,000	84,000	86,500
	10	72,500	82,000	87,000	89,500
	11	75,000	85,000	90,000	92,500
	12	77,500	88,000	93,000	95,500
	13	80,000	91,000	96,000	98,500
	14	82,500	94,000	99,000	101,500

	Step	BA	MA	MA 30
Schedule B	1	42,500	46,750	51,000
	2	44,625	49,300	53,550
	3	46,750	51,850	56,100
	4	48,875	54,400	58,650
	5	51,000	56,950	61,200
	6	53,125	59,500	63,750
	7	55,250	62,050	66,300
	8	57,375	64,600	68,850
	9	59,500	67,150	71,400
	10	61,625	69,700	73,950
	11	63,750	72,250	76,500
	12	65,875	74,800	79,050
	13	68,000	77,350	81,600
	14	70,125	79,900	84,150

Year 2 (2027-2028) — All employees who receive an effective evaluation move one step. Effectively rated members already at step 14 to receive a 1% lump sum payment the second pay of June 2028.

Year 3 (2028-2029) — Wage reopener.

- D. Additional Duties. The District may assign up to three (3) additional comprehensive evaluations, beyond the provider's regular assignment, the regular school year without additional compensation. Any other evaluations assigned under this provision will be

compensated at a rate of \$400 per evaluation. The District retains the right to equitably assign staff as necessary to complete these evaluations.

- E. Attendance at any REED or IEP meeting shall be considered part of the provider's regular duties and will not be eligible for additional compensation.
 - 1. Summer Rate of Pay is \$45.00 per hour.
 - 2. Homebound Services:
 - a. The district will pay the summer hourly rate identified above for all homebound services. Staff will receive one hour of prep time at the summer hourly rate for every two hours of work.
- F. Tuition Reimbursement: Subject to the prior approval of the Superintendent/Designee, bargaining unit members are eligible for tuition reimbursement upon successful completion of field related, accredited graduate level college/university coursework. Tuition reimbursement will be for actual costs of tuition up to three hundred and twenty-five dollars (\$325) per semester credit hour up to a maximum of eighteen (18) credit hours per year. Successful completion is defined as a grade point of 3.0 or better in each course for which reimbursement is sought. In courses where the grade is designated as pass/fail, pass will define successful completion.
 - 1. If the bargaining unit member were to leave the District within one (1) year of obtaining tuition reimbursement, they would be responsible for 100% cost reimbursement back to the District.
 - 2. If the bargaining unit member were to leave the District within two (2) years of obtaining tuition reimbursement, they would be responsible for 60% cost reimbursement back to the District.
 - 3. If the bargaining unit member were to leave the District within three (3) years of obtaining tuition reimbursement, they would be responsible for 30% cost reimbursement back to the District.
 - 4. Non-approval of a request for reimbursement shall not be subject to the grievance procedure or any other avenue of appeal.

ARTICLE XIX EMPLOYEE BENEFITS

- A. The Board will pay the IRS approved rate per mile for work-connected travel.
- B. Bargaining unit members who work at least ninety percent (90%) of the contract days will receive full fringe and insurance benefits. Bargaining unit members working less than ninety percent (90%) will be afforded leave and bargaining unit member benefits on a prorated basis.
- C. Bargaining unit members having previous years of experience shall be placed on the appropriate step of the salary schedule.
- D. Benefit Plans
 - 1. The medical, vision, and dental insurance benefits the District offers to its employees shall be made available to bargaining unit members on the same terms and conditions as similarly situated non-bargaining unit employees.
 - 2. Bargaining unit members who do not elect to enroll in health insurance benefits will receive a cash in lieu of payment of \$75 per month.

3. The District agrees to maintain a Health Insurance Committee consisting of two (2) delegates from the bargaining unit. The District will invite delegates from other represented employee groups to participate in the Health Insurance Committee. The Health Insurance Committee will meet three times per school year to discuss issues relating to health insurance plan design, utilization, historical trends and other relevant issues. The Health Insurance Committee will meet around four months prior to receiving renewal Quotes (approximately August), once renewal quotes are received (approximately mid-October), and once prior to plan enrollment (approximately early November). If the Health Insurance Committee is not able to reach group consensus on the health care plan offering at least thirty (30) days before the District's renewal is due, the District shall determine the health care plan design.
4. The current plans offered from the Western Michigan Insurance Pool (Pool) will remain offered during the term of the collective bargaining agreement unless otherwise agreed by the parties or unless the Pool modifies, eliminates, or replaces a plan.
5. The Board also agrees to furnish to all members of the bargaining unit, including those not selecting health, dental, or vision insurance, the following benefits subject to the rules and regulations of the carrier(s):
 - a. Term Life Insurance
 - b. LTD Insurance
- E. Pre-Tax Payroll Deductions – All benefit premium sharing required by this contract or applicable law shall be through a pre-tax payroll deduction plan implemented by the District.
- F. In the event a bargaining unit member is terminated or resigns or is on unpaid Board leave during the school year, the insurance shall be continued until the member has received the pro-rated portion of the twelve (12) month insurance year earned at the time of the termination or resignation or unpaid Board leave.
- G. A member who is hired with an effective first workday after the first required workday of the school year shall be entitled to fringe benefits for a duration determined on a pro-rated basis. In the event a bargaining unit member dies during the school year and providing the carrier permits continued coverage, the Board shall continue payment of the applicable coverage(s) for sixty (60) days from date of death.

The Board shall make payment of insurance premiums for all persons to assure insurance coverage for the full twelve-month period commencing September 1 and ending August 31 even though the bargaining unit member may not be returning the next contract year. For bargaining unit members who retire, all District provided benefits will end with the effective date of retirement. The open enrollment period shall be established by the District.

When necessary, premiums on behalf of the bargaining unit members shall be made retroactively or prospectively to assure uninterrupted participation and coverage. The Board shall be responsible for providing insurance information including applications and claim materials.

ARTICLE XX RETIREMENT

- A. If a teacher has completed ten (10) or more years of service in Saginaw ISD, they will be paid for accumulated unused sick days up to a maximum of one-hundred and five (105)

days at the rate of \$100 per day provided they terminate their employment under the following circumstances:

1. Voluntary retirement under the provisions of the State Retirement Act.
 2. Disability retirement prior to regular retirement for health reasons.
 3. Death while in the employ of the Board.
- B. If after receiving a payment under this provision, a former bargaining unit member resumes employment with the Board and again becomes eligible for payment hereunder, payments previously made will be deducted from any subsequent payments to which the bargaining unit member is entitled.

ARTICLE XXI

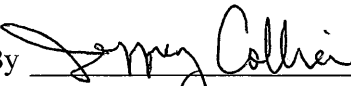
MISCELLANEOUS PROVISIONS

- A. Any individual contract between the Board and the individual bargaining unit member shall be subject to and consistent with the terms and conditions of this Agreement and shall be expressly made subject to and consistent with the terms of this or subsequent collective bargaining agreements. If an individual contract contains any language inconsistent with this Agreement, this Agreement for the duration shall be controlling.
- B. Vacated teaching positions within the bargaining unit will not be subcontracted.
- C. Bargaining unit members who serve as mentors will receive a \$750 stipend.
- Bargaining unit members who serve in more than one (1) mentoring experience during the school year will receive a maximum \$1,000 stipend. Said stipend shall be paid at the end of the school year. This \$1,000 stipend applies to those mentoring an individual in their CFY or LMSW year to meet LARA licensing requirements.
- D. The parties mutually agree to work toward the development and implementation of a staff wellness plan.

**ARTICLE XXII
DURATION OF AGREEMENT**

This Agreement is effective to June 30, 2029.

SAGINAW INTERMEDIATE BOARD OF EDUCATION

By  Date 8/12/26

Authorized Signature

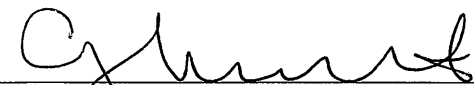
Superintendent

By  Date 8/12/26

Authorized Signature

Deputy Superintendent

SAGINAW INTERMEDIATE FEDERATION OF TEACHERS SIFT/AFT, AFL/CIO

By  Date 8/12/26

Authorized Signature

Federation Negotiating Member

By  Date 8/12/26

Authorized Signature

Federation Negotiating Member

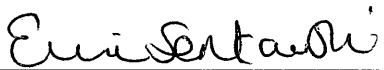
**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAGINAW INTERMEDIATE SCHOOL DISTRICT
AND
SAGINAW INTERMEDIATE FEDERATION OF TEACHERS (SIFT)
MICHIGAN FEDERATION OF TEACHERS AND SCHOOL-RELATED
PERSONNEL, LOCAL 4283**

THIS MEMORANDUM OF UNDERSTANDING AND AGREEMENT is made by and between the Saginaw Intermediate School District (SISD or the District) and the Saginaw ISD Federation of Teachers (SIFT).

The SIFT and SISD are parties to the Collective Bargaining Agreement (CBA) effective through June 30, 2029 (the Agreement). The parties hereby agree to amend the Agreement to include the following provisions regarding homebound services:

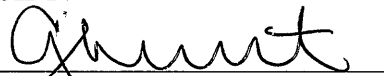
1. When a student requires homebound services, the opportunity shall first be offered to the student's assigned classroom teacher.
2. If the assigned classroom teacher declines to provide homebound services, the opportunity will be offered to other teachers within the student's building. If no teacher from that building accepts, it will then be offered to teachers in other buildings. The assignment will be made based on seniority.
3. SIFT Bargaining Unit Members who provide homebound services shall be compensated at the teacher's summer hourly rate for the current school year, as defined in Article XVIII, Salary Schedule, of the Agreement.

For SISD:

By: 

Date: 8/12/24

For SIFT:

By: 

Date: 8/12/24