



2025 – 2029

MASTER CONTRACT

between the

OXFORD COMMUNITY SCHOOLS

and the

OXFORD EDUCATION ASSOCIATION

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AGREEMENT

AGREEMENT entered into, by and between the School District of the Oxford Community Schools, hereinafter called the "Board," and the Oxford Education Association, a voluntary organization, hereinafter called the "Association."

THEREFORE, the following articles represent the conditions which have been agreed upon:

ARTICLE 1

RECOGNITION

A. The Board hereby recognizes the Association as the sole and exclusive bargaining agent as defined in Section 11 of Act 336, Public Acts of 1947, as amended, for all certified teaching personnel employed by the Board, whether under contract or on leave, as well as for such personnel who have been laid off from bargaining unit positions regarding their rights pursuant to this Agreement. "Teacher" as defined shall include DK-12 teachers, counselors, librarians, special education staff members, and family school liaisons. Specifically excluded shall be substitutes, community and adult education instructors, Superintendent, Assistant Superintendents, Deputy Superintendents, Associate Superintendents, Principals, Assistant Principals, Directors (including Athletic Director), and all other administrators.

B. The parties agree that each teacher employed will be required to sign an individual contract of employment. The individual contract is subject to a collective labor agreement negotiated by the Board and the Association as exclusive bargaining agent of teachers employed by the Board.

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

ARTICLE 2

NEGOTIATION PROCEDURES

- A. The terms and conditions of employment provided in this Agreement shall remain in effect throughout the entire term of the Agreement unless altered by mutual written agreement between the parties.
- B. June 1 of the calendar year preceding the expiration of this Agreement and upon the request of either party, negotiations will be undertaken for a successor Agreement.
- C. Neither party in any negotiations shall have any control over the selection of the negotiation or bargaining representative of the other party, and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification of the Association and the Board, the parties mutually pledge that their representatives will possess all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations.
- D. If the parties fail to reach an agreement in any such negotiations, either party may invoke the mediation machinery of the Michigan Employment Relations Commission.
- E. None of the above provisions shall preclude the ongoing consideration and resolution of issues relevant to this Agreement. The parties therefore agree to the establishment of a Continuing Contract Committee to serve this function and others specified in the Agreement. The composition and operation of the Continuing Contract Committee will be mutually agreed to by the parties.

ARTICLE 3

MANAGEMENT RIGHTS

- A. The Association recognizes that the Board, on its own behalf and on behalf of the electors of the school district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred and vested in it by the laws and

Constitutions of the State of Michigan and of the United States, including but without limiting the generality of the foregoing, the following:

1. The right to the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees during working hours;
2. The right to hire all employees, and subject to provisions of the law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion;
3. The right to determine the work schedules, the hours of the working day and the duties, responsibilities and assignments of all employees represented by the Association;
4. The right to adopt reasonable rules and regulations.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement which are in conformance with the laws and Constitution of the State of Michigan and the laws and Constitution of the United States.

ARTICLE 4

ASSOCIATION AND TEACHER RIGHTS

A. Right to Organize - Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that all its employees, as defined in Article I, shall have the right to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful concerted activities for mutual aid and protection. As the duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the United States, and

further, that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of membership in the Association, participation in any activities of the Association or collective professional negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Association Bulletin Boards - The Association shall have the use of one (1) bulletin board in each school building, which may be used for matters relating to the official business of the Association. These bulletin boards shall be located in the teacher lounges, or at such other mutually agreeable location as may be determined in each building.

C. Association Representatives - The Association shall designate building representatives in each school building. The names of the designated building representatives will be provided to the Board by October 15 each year. Building administrators and Association representatives shall meet when necessary for the purpose of reviewing administration of the contract and resolving problems which may arise. These meetings are not intended to bypass the grievance procedure, nor to impede the operation of the Continuing Contract Committee.

D. Access to Public Information - The Association shall have access to available public information concerning the school district, and such information shall be furnished in response to a reasonable request. A reasonable fee as established by the Board, not to exceed the fee established by the Board for providing copies of public documents, may be charged for copies of any requested documents.

E. Use of School Buildings - The Association and its members shall enjoy the use of school building facilities for meetings outside of school hours on the same basis as any other group, consistent with established Board policy and in accordance with established application procedures.

F. Use of Inter-School Mail - The inter-school mail system shall be available to the Association and its members for distributing materials related to official Association business.

G. Use of School Equipment - The Association and its members shall have the privilege of using school district equipment, when such equipment is not otherwise in use, upon consent of the building principal or other designated administrator. The Association or member shall pay for all materials incidental to such use at school district cost.

H. Notification of Alternate Use - The parties agree that when individuals or groups use classrooms, facilities and/or equipment (school-owned or individually owned) disruptions can occur, which may impact on the quality of education students receive. To minimize such impact, the appropriate administrator agrees to notify affected staff in advance when classrooms, facilities or equipment are to be used by anyone other than the regularly assigned staff members, except in emergencies. Complaints by affected staff members regarding such use shall be made to the principal or other appropriate administrator. Affected staff members shall be advised of the disposition of their complaints.

I. Parking Availability - Adequate parking facilities shall be reserved for teachers at all school buildings. Every attempt will be made to keep the parking facilities clear and usable.

J. Access to Personnel Files - Teachers desiring to review their personnel files shall make prior arrangements with the Board office, and the Superintendent or his/her designee shall be present during the time teachers are conducting their reviews. Teachers requesting copies of documents from their personnel file may be charged a reasonable fee for the copies, not to exceed the fee established by the Board for providing copies of public documents.

K. Payroll Deduction - Upon appropriate written authorization from a teacher, the Board shall make deductions from the salary of that teacher and make appropriate remittances on his/her behalf to MPSERS, annuity plans or custodial accounts, or any other plans or programs approved by the Board.

1. A list of 403B providers will be maintained by the district in conjunction with the third-party administrator that manages tax-sheltered annuity (TSA) accounts. Any employee contributing to a provider who is not on the list may continue to contribute,

however, no additional employees may sign up with that provider. Employees will be notified of changes to providers prior to changes taking effect. All providers must meet IRS regulations.

L. Release Time for OEA President – As long as the district and the OEA continue to work in a collaborative style, the district may approve the release of the OEA President for up to ½ of each day. This release time is to allow the President to meet with members, representatives, and administration to resolve issues, if possible, in a spirit of collaboration. This release time will be reviewed annually by June 1 for the next school year. Feasibility for this release time will be based on cost, scheduling, and the needs of the district and the Association. Payment for union release time will be subject to state law (i.e., union reimbursement for retirement costs, salary, etc.).

ARTICLE 5

UNION PROVISIONS

General Provision - Membership in the Association is not compulsory. The Association is required under this agreement to represent all of the employees in the bargaining unit fairly and equally to the extent provided herein and under the law. The terms of this Agreement apply equally to all employees in the bargaining unit and not only to members of the Association.

ARTICLE 6

ASSOCIATION MEMBERSHIP & UNION DUES DEDUCTION

A. The Board and the Association agree that every member of the recognized bargaining unit shall have the right freely to join or leave the Association.

B. This Article shall become effective on August 1 of the school year the Association notifies the Superintendent or designee in writing by July 1 of its intent to implement payroll deduction of Association dues for that school year. The District shall not under any circumstance collect Political Action Committee ("PAC") contributions.

C. The Superintendent or designee agrees to deduct membership dues for the Association from a bargaining unit member's wages upon submission of a voluntary written authorization from the bargaining unit employee to the Superintendent or their designee.

1. If the bargaining unit employee provides written notice to the Superintendent or designee that they are nullifying their authorization for dues deductions, the Superintendent or designee shall have the right to immediately suspend the membership dues for that specific employee. The bargaining unit employee is responsible for notifying the union of changes to their deduction status. Bargaining unit members who are employed at the start of the school year may elect for payroll deduction until the second pay period in September.
2. Deductions will be made in equal amounts from the paychecks of the bargaining unit employee beginning with the first pay following receipt of the voluntary written authorization from bargaining unit employee and, unless the Superintendent or designee receives a written request from the bargaining unit employee to discontinue deductions, continuing through the last pay in June of each year.

D. Accompanying the distribution of payments will be a report indicating the amounts attributable to each bargaining unit employee with the employee's name.

E. In the event that the District has a complaint or claim against it regarding dues deduction, the Association agrees to indemnify and save the Board, its agents, and each individual school board member, harmless against all costs, claims, demands, suits, or other forms of liability that may arise out of or by reason of action by the Board for the purpose of complying with the agreement to deduct membership dues set forth above. Further, the District shall be held harmless for the assessment and collection of union dues and the imposition of any penalties related to an employee's non-payment of union dues. If the Association agrees to defend the District concerning a dues deduction claim, the District may choose their legal counsel to defend

any lawsuit or action or compromise or settle any claim made against the District. The District will cooperate with the Association's legal counsel in the defense of any claim.

ARTICLE 7

SCHOOL YEAR AND SCHOOL DAY

A. School Calendars - The school calendar for each year of this agreement will be agreed upon and outlined in Appendix A (based on applicable law).

B. School Closing - In the event school is closed for students due to inclement weather or other emergency causes, teachers shall not be required to report for duty, and the day of instruction shall be rescheduled as provided herein. Teachers shall not receive additional compensation, including but not limited to additional salary or paid leave days, for rescheduled days of instruction.

1. Any days that schools are closed for students due to inclement weather or other emergency causes, which are not required to be rescheduled by statute or appropriate governmental agency and which do not result in a loss of state aid funding to the school district, shall not be made up or rescheduled. If, due to a statutory change or modification, the school district can count days school is closed for students due to inclement weather or other emergency causes as days of pupil instruction for state aid purposes, and/or if the district is not required to make up days of student instruction without a loss of state funding, teachers shall not be required to make up days school is closed for students as a result of inclement weather or other emergency causes and shall not lose pay or paid leave. After 30 hours of cancelled school due to inclement weather or other emergency causes, the OEA and superintendent or designee will determine whether to make up the time through additional student days/hours or professional development days/hours, as permitted by law.

2. Teachers that are assigned to work at Oxford Virtual Academy (OVA) recognize that OVA continues instruction when seated instruction might be cancelled due to

inclement weather. If a teacher is assigned to work at OVA on a day that is cancelled for seated buildings, the teacher will still be expected to fulfill any previous OVA work that was scheduled. In the event that the district is required to make up days of instruction that results in a teacher working beyond their contractual day requirement, that additional time will be paid at the teacher's per diem rate.

3. If teachers are absent as the result of illness or approved personal business on a day school is closed as a result of inclement weather or other emergency causes, sick leave days will not be deducted. If a teacher is on approved FMLA, any sick days entered on an inclement weather day will be restored to the teacher's absence bank. If a teacher is on an approved half or full-year leave of absence, emergency or inclement weather days will not factor into such a leave of absence.

4. If cancelled days of instruction are required to be rescheduled, any recess periods in the calendar excluding legal holidays may be modified upon mutual agreement between the Board and the Association. Either party may request such modifications, but mutual agreement must be reached no later than thirty-five (35) calendar days prior to any scheduled recess involved. Absent such agreements between the Board and the Association, all cancelled days of instruction which must be rescheduled shall be placed at the end of the school year and appropriate calendar adjustments shall be made and the calendar will reflect potential make-up days when published.

C. General Teaching Hours - The teacher workday will be seven hours and thirty minutes in length. On days preceding a holiday, vacation, or recess, however, the teacher workday shall end as soon as the student buses have left. Unusually late buses will not be the responsibility of the teachers on such days. It is expected that all bargaining unit employees at Oxford Virtual Academy are in person/on site at least two days per week unless special circumstances exist.

1. Alternative Schedules - The teaching hour guidelines for the various levels of instruction which are outlined in Sections D, E and F below will not preclude the adoption

of professional development or similar alternative schedules. Any such alternative schedules will be implemented only upon mutual agreement of the Board and the Association, and no such schedule will result in any significant alteration in the overall instructional responsibilities of the teachers involved.

2. Duty Assignments - Teachers may be assigned duties before and/or after the regular class schedule as determined by the building principal or designee. In making such assignments, the needs of the school district and of the affected teachers shall be considered. It is the responsibility of the teacher to participate in meetings with parents, staff, and/or students regarding individual student concerns (i.e., IEPs, Assist Teams, etc.) during this duty time. Advance notice will be provided whenever possible. When other assignments are not in effect, such time may be utilized as preparation time.

3. Duty Free Lunch - An uninterrupted duty-free lunch period of at least thirty (30) minutes will be scheduled for teachers, and in secondary buildings, at least five (5) minutes of passing time to or from lunch period will be scheduled in addition. The exception to this is the Bridges Alternative High School program. These staff members, as part of the program, supervise students during the lunch period (with no additional compensation).

a. On days where instructional time has been reduced as the result of adopting an alternative schedule, the length of the uninterrupted duty-free lunch period may also be reduced by mutual agreement of the Board and the Association.

b. Teachers may leave their building during lunch hour unless it is determined by the building principal that there is a specific need for a teacher to remain. Teachers should inform their principal or designee if they intend to leave the building during lunch hour and will request permission from the principal or designee if they wish to leave at other times during working hours.

4. Traveling Teachers - The teaching schedule of teachers assigned to more than one building will be determined by the administration, subject to the provisions of this Agreement. The appropriate administrator(s) will consult with each traveling teacher in developing his/her schedule, and upon the request of an affected teacher, shall meet with him/her to reach a written agreement on expectations regarding attendance at staff meetings, exam schedules, participation in parent-teacher conferences, conference time and any other related matters deemed necessary by either party.

If an agreement is not reached, the Continuing Contract Committee shall meet within two (2) weeks thereafter to resolve any area(s) of disagreement. In arriving at an agreement, the parties should consider the proportion of the teacher's time spent in each building and required for travel between buildings. They will also consider the value of an uninterrupted conference period, and if one cannot be provided should assign the longest conference segments possible, in no case less than twenty (20) minutes in length. If the prep time is occurring at the beginning of the student day, 15 minutes would be allowed to count as prep as long as it does not conflict with other regularly assigned duties (if applicable). The intent is to provide conference time at minimum intervals of 30 minutes.

On occasions when traveling teachers are unable to make their assignment, they will notify the principal involved as soon as possible. On occasions when the schedule of such a teacher is altered, the principal will notify the teacher involved as far in advance as possible. A teacher whose regular assignment to a combination of early and late start buildings results in him/her working beyond the contractual workday as defined in Article VI(C) will receive five-hundred dollars (\$500) per semester that these circumstances exist. In the event that the teacher agrees to modify their schedule to keep the workday within the limitations set in Article VI(C) (seven hours and thirty minutes), the teacher will not qualify for this payment. Any such payments made to teachers under this provision shall be made at the conclusion of each semester.

5. Substituting by Full Time Teachers - Substituting by full-time teachers will be limited to emergency situations (i.e., situations when the administration has attempted to contact all district substitutes and has found none available to assume the necessary assignment(s).)

a. Teachers may volunteer to substitute in emergency situations during their conference periods or at other times they do not have instructional responsibilities. If no teachers volunteer, teachers will be assigned to perform this duty in reverse order of seniority by building, with the provision that teachers may decline assignment on a specific day as long as they fulfill their obligation during each assignment cycle. Teachers so substituting will be paid at the rate specified in Schedule D of Appendix C.

b. Teachers will not be required to substitute in lieu of their regular duties except in emergency situations when the necessary assignment(s) cannot be covered under the provisions of Section (a) above. Every attempt will be made to avoid such substitute assignments and to distribute them equitably when they are unavoidable.

1. When an emergency substitute is required at the elementary level because a regular substitute cannot be secured, the following solutions may be utilized to ensure adequate classroom coverage is secured. Because different buildings have different options, it is expected that the building administrator will collaborate with teacher leaders or representatives to determine what options are least disruptive to the educational environment. Although the administrator must make the final decision, collaboration will be utilized in developing a coverage plan when needed. The following solutions are in no specific order:

- i. Teachers who are available during “prep” times when they are not assigned instructional responsibilities.
 - ii. Administrators will assume this responsibility if available.
 - iii. Non-classroom certificated staff (e.g., reading staff special education ancillary, counselors, etc.).
 - iv. Elementary “specials” will be cancelled so that these teachers can be utilized in the classroom if necessary.
 - v. Students will be “divided up” among other classrooms.
 - vi. Paraprofessionals or Interventionists who are approved as substitute teachers.
 - vii. Special education classroom teachers will be utilized as the last resort.
2. Compensation for undertaking such assignments will vary according to the circumstances of the individual situation but should be handled according to the following guidelines.
- i. When teachers are assigned during what would otherwise be “free” (i.e., non-instructional) time, they will receive direct compensation as provided for in Schedule D of Appendix C of the contract (extra prep time above the minimum will be taken into consideration when formulating a plan).
 - ii. When specific programs cannot be so identified, the same amount will be provided for “generic” use in the building.
 - iii. Teachers who give up “specials” as a result of implementing the above mechanisms will be compensated directly as provided

for in Schedule D of Appendix C.

3. Discretion should be used in the implementation of the above guidelines to avoid repeatedly calling on the same individuals to assume these responsibilities, and to avoid unduly concentrating “extra” funding in certain programs at the expense of others.

6. Substituting by Part-Time Teachers – The Board may employ part-time teachers as long-term substitutes and compensate them according to the schedule established for such assignments. Part-time teachers who substitute intermittently in addition to their regular duties will be paid at the rate specified in Schedule D of Appendix C, rather than at the regular substitute teacher rate.

D. Elementary Teaching Hours - No elementary classroom teacher will be assigned more than 1670 minutes of student instruction time during a typical five-day week (i.e., an average of 334 minutes per day, exclusive of recess and special teacher instruction.) Scheduled annual instructional time will not exceed five (5) hours above state mandated instructional time.

1. Elementary classroom teachers in grades pre-K through 5 shall have an average minimum of 270 minutes per full week of instruction (over two week window) designated as preparation time at a minimum of 30 minutes per day in addition to any unassigned time before and/or after the regular class schedule and during recess. Special teacher instruction will be scheduled so as to provide the designated preparation time as equitably as possible.

2. Except in cases of emergency or inclement weather, classroom teachers in the elementary schools will be relieved of recess duties. The building principal or designee shall determine the need for indoor recess due to inclement weather.

3. Elementary teachers may be assigned to assist in the arrival and dismissal of students. These duties shall be assigned as equitably as possible based on unassigned contact minutes. The need for supervision will be shared with CCC prior to

implementation.

4. To the extent necessary to meet state mandated clock hour requirements, all teachers assigned full time to elementary buildings will be expected to provide continuous supervision on a rotating basis during all scheduled student recess periods. It is understood that while this responsibility may require deviations from the limitations outlined elsewhere in this section, it may not interfere with the duty-free lunch period specified in Section C3 of this Article.

E. Middle School (6th, 7th & 8th grades) Teaching Hours - No middle school classroom teacher will be assigned more than 1670 minutes of student instruction time during a typical five-day week (i.e., an average of 334 minutes per day). Scheduled annual instructional time will not exceed five (5) hours above state mandated instructional time.

1. Teachers voluntarily agreeing to teach an additional student class period shall be paid in accordance with Schedule C of Appendix C. It is agreed that middle school student instruction shall encompass both scheduled class time, and the passing time between classes. Therefore, teachers are expected to help monitor and manage student behavior during passing time. To accomplish this task, teachers need to consistently stand in their doorway or in the hallway by their classroom during passing time.

2. All full-time middle school classroom teachers will have a conference period equal in length to one (1) regular class period. Librarians, counselors, and others in full-time, non-classroom assignments are entitled to a similar daily preparation time and may request that it be scheduled during a specified period. Individuals assigned part-time to any of the above positions are entitled to daily preparation time proportionate to the length of their respective assignments.

3. The schedules of other middle school staff members will be made as comparable to those of the regular classroom teachers described above as possible.

4. Bus duty shall be equitably shared by middle school teachers, as required at the

end of the school day.

F. High School Teaching Hours - No high school classroom teacher will be assigned more than 1670 minutes of student instruction time during a typical five-day week (i.e., an average of 334 minutes per day). Scheduled annual instructional time will not exceed five (5) hours above state mandated instructional time.

1. Teachers voluntarily agreeing to teach an additional student class period shall be paid in accordance with Schedule C of Appendix C. It is agreed that high school student instruction shall encompass both scheduled class time and the passing time between classes. Therefore, teachers are expected to help monitor and manage student behavior during passing time. To accomplish this task, teachers need to consistently stand in their doorway or in the hallway by their classroom during passing time.

2. All full-time high school classroom teachers will have a conference period equal in length to one (1) regular class period. Librarians, counselors, and others in full-time, non-classroom assignments are entitled to a similar daily preparation time and may request that it be scheduled during a specified period. Individuals assigned part time to any of the above positions are entitled to daily preparation time proportionate to the length of their respective assignments.

3. The schedules of other high school staff members will be made as comparable to those of the regular classroom teachers described above as possible.

4. Bus duty shall be equitably shared by high school teachers, as required at the end of the school day.

ARTICLE 8

TEACHER RESPONSIBILITIES

A. General Responsibility - It is the responsibility of the Association and individual teachers to honor written Board policies, and administrative regulations and policies not otherwise in

conflict with provisions of this Agreement.

B. Lateness and Absence Notification - If a teacher is delayed in coming to school, the building principal should be notified of the teacher's tentative arrival time. In case of absence, a teacher must report the absence by 6:00 a.m. at the secondary level, and 7:00 a.m. at the elementary level in order to allow time for a substitute to be secured.

C. Protection of Funds - Teachers are expected to exercise prudence and good judgment in collecting, storing, depositing, and accounting for school-related funds.

D. Supervision of Activities – A calendar of activities will be developed on or before October 15 of each school year for the first half of the school year, and on or before January 30 of each school year for the second half of the school year in each elementary, middle, and high school building. At the elementary level, if providing the calendar by the above-mentioned dates is not possible, at least one month's notice will be given. Teachers are encouraged to participate in school activities and may fulfill the requirements of this section by volunteering to supervise scheduled activities within their respective buildings on the basis of seniority. If additional teachers are needed to conduct scheduled activities within a building, they shall be assigned in reverse order of seniority.

No teacher shall be assigned more than two (2) such activities per half year, and no teacher shall be assigned to a second activity until all teachers have completed and/or been assigned at least one (1) such activity per year. Of the two (2) activities per half year, curriculum night will count as one activity. Additionally, elementary classroom teachers are expected to attend their grade level vocal/music annual performance and assist with student management, and this will count as one (1) required activity. It is expected that staff members not assigned to a specific elementary class (i.e., ancillary, special ed, specials, EL, FSL, etc.) shall attend an equal number of events. Alternative events may be substituted as agreed upon with the staff member's supervisor. The responsibility of teachers who are assigned to more than one building shall be proportional to that of full-time teachers in the buildings involved. In the event that activities are

added to the school activities calendar after October 15 for the first half of the school year or January 30 for the second half of the school year, the sponsor(s) of the added activities shall be responsible for securing voluntary supervision in numbers determined to be sufficient by the building administrator.

E. Open Houses - One (1) Parent Open House or similar activity may be scheduled each school year in each building. The participation of teachers in this type of activity will count toward their supervisory responsibilities as outlined in Section D of this Article.

F. General Supervisory Responsibility - Each teacher is generally responsible to the immediate supervisor, and directly responsible to the principal of the building to which the teacher is assigned. Teachers have responsibility for all students assigned to them for specified periods of time. Also, teachers have general responsibility for student conduct during the full length of the teaching day. When a teacher is assigned a particular area to supervise not in the general proximity of the classroom, it is understood that the assigned area will then be a primary area of responsibility.

G. Staff Meetings – All faculty members shall attend staff meetings called by the building principal, unless specifically excused by the principal. The length of the meetings should not exceed forty-five (45) minutes duration nor exceed forty-five (45) minutes beyond the teachers' scheduled day. Staff meetings are limited to two (2) meetings per month except for an emergency. At the elementary level, one (1) of the meetings shall be utilized as collaboration time. Unless there is an emergency or mutual agreement with the OEA building representative(s), meetings will be scheduled at least a week in advance. Staff meetings are not to be scheduled on teacher workdays or records day.

H. Records Days – Teachers will be responsible for grades and reports for semesters/ trimesters. A total of five (5) half-day records sessions will be scheduled per year at seated elementary, Oxford Middle School, and Oxford High School. A total of three (3) half-day sessions will be scheduled at Bridges High School and Crossroads Day School. A total of three

(3) full records days will be scheduled at Oxford Virtual Academy. Records days may be completed outside of the building with the exception of the end of the year records day. Seated teachers are required to be in the building at the end of the year records day to ensure that proper check-out, etc. is completed. At the seated elementary buildings, one (1) hour of the records time scheduled in early May will be reserved to plan classroom assignments for the following year. No other meetings or planned activities should occur during scheduled records time.

I. Shared-Time Teaching Positions - In order to achieve the benefits that might accrue to the district and its employees from authorizing the creation of shared time teaching positions and to assure that these benefits are not realized at the expense of the students affected, the Board and the Association agree to the arrangements outlined below. It is understood that the decision to authorize shared-time positions, and the number of such positions authorized under the provisions outlined below will be at the sole discretion of the Board. Failure to grant a request for assignment to such a position shall not constitute the basis for any grievance, nor shall the granting of such a request constitute a binding precedent for any other such request.

1. Two full time, presently employed teachers may voluntarily agree to share one regular full time teaching position in grades one through five for which both are certified and qualified, and which is currently held by one of them, or to which they are entitled by virtue of the more senior teacher's seniority. Teachers agreeing to share a position will mutually work out arrangements with the principal of the building involved as to how they will cover all of the duties and responsibilities inherent in the shared position. Agreements to enter into shared teaching assignments will be made in writing, no later than April 30 each school year to cover the following school year.

2. Once agreed to, a shared teaching assignment will be binding on the teachers involved for the full school year covered by the agreement. If either of the teachers is absent for an extended period (i.e., ten or more school days in succession), or terminates employment, the other teacher will assume responsibility for the entire assignment for

those portions of the school year involved. Each of the teachers will substitute for the other during intermittent and short-term absences whenever possible, and when not possible, to make other arrangements with the building principal in advance. In any of these circumstances, the teachers assuming the extra assignment will be compensated at the district's regular substitute rate.

3. The building administrator will allocate student contact time, assigned duty time, conference/preparation periods and other responsibilities of teachers assigned to shared time positions as equitably as possible. When exact equity cannot be achieved (e.g., if the administrator cannot equalize the specials assigned to the two portions of a shared assignment), the district will not be subjected to a grievance as a result, nor to any financial or program impact. Both teachers assigned to shared time positions and teachers who are part-time will attend the staff welcome/orientation programs at the opening of the school year, as well as the building open house and all of the Parent-Teacher Conference sessions scheduled in the school year calendar. Kindergarten round-up must be attended if applicable. None of these responsibilities will result in additional compensation for the teachers involved, nor in additional expenses for the district. Both shared and part-time teachers will be liable for attendance at Professional Development sessions. Teachers will not be additionally compensated for PDS sessions if the session is held within their regularly scheduled day. If the PDS session is scheduled outside of a shared or part-time teacher's regularly scheduled hours, the teacher will be compensated for hours beyond their regularly scheduled hours at their regular rate.

In addition, shared and part-time teachers, in consultation with their building administrator, will mutually agree upon up to ten (10) hours (exclusive of travel time) to be spent in attendance at other essential meetings for which at least one week's notice will be provided. The first ten (10) hours spent in such activities will not result in additional compensation for the teachers involved. Except in emergency situations, teachers whose majority of duty hours are scheduled in the morning will not be required to attend

afternoon meetings and teachers whose majority of duty hours are scheduled in the afternoon will not be required to attend before school meetings. Teachers are not required to attend meetings in excess of the first ten (10) hours unless mutually agreed to with the building administrator. Excess hours will be compensated at their regular rate.

4. The salaries of teachers in shared time positions will be individually prorated, and each will be compensated at his/her own salary rate for his/her respective portion of the total assignment. Teachers in such positions will be eligible for health, dental and vision insurance, and other fringe benefits outlined in Article 22, but the district will pay only that portion of the premiums or other costs involved comparable to the teacher's portion of the total assignment. (An individual teacher may personally pay the difference required to purchase full benefits.) Teachers in shared time positions will also receive prorated shares of sick and other leave days authorized in Article 13.

5. The teachers in a shared time position may continue their assignment, if it is available, by executing a new agreement for the following school year.

ARTICLE 9

DISCIPLINARY PROCEDURES

A. General Provisions - The District and the Association have agreed to maintain appropriate procedures and standards for addressing misconduct to ensure an effective educational environment through collaborative efforts. The term "discipline" includes warnings, reprimands; suspensions with or without pay; reductions in rank, compensation, discharges; nonrenewal of probationary bargaining unit members, or other actions of disciplinary nature. Any such discipline, or adverse evaluation of a bargaining unit employee's performance, shall be subject to the grievance procedure, hereinafter set forth, including arbitration. For discipline that involves the discharge or demotion of a tenured teacher or the non-renewal of a probationary teacher, the mandates, standards, and procedures of the Michigan Teachers' Tenure Act, MCL 38.71, et seq., shall apply. Any teacher may be placed on paid, non-disciplinary administrative

leave pending investigation completion when necessary to protect the investigatory process or work environment.

Disciplinary measures may include warning, reprimand, paid or unpaid suspension, financial penalty, or discharge. The District may implement preventative measures including training, coaching, and other remedial disciplinary actions that are not documented in the personnel file. The District will apply appropriate discipline based on circumstances and the severity of the infraction.

Complaints or concerns must be investigated and substantiated before said issues are usable as the basis for disciplinary action. The specific grounds for disciplinary action will be presented in writing to the bargaining unit employee and the Association no later than the time discipline is imposed.

If warranted, discipline may be reflected in year-end performance evaluation.

Information about substantiated unprofessional conduct will be maintained in personnel files in accordance with Revised School Code Section 1230b.

B. Personnel File - All discipline will be documented in writing, shared with the employee, signed by the employee, and placed in the employee's personnel file. The employee's signature indicates awareness of the material but should not be interpreted to necessarily mean agreement with the content of the material. If the employee believes the material placed in the file is incorrect or inaccurate, the material will be corrected or removed from the file, whichever is appropriate, based upon the investigation of the event or complaint within ninety (90) days.

C. Probationary Teachers - Probationary teacher discipline or demotion may occur for any lawful reason. The Superintendent or designee is authorized to impose discipline on probationary staff except for nonrenewal or discharge of a probationary teacher. Board action on nonrenewal or discharge may be based upon the Superintendent or designee's written recommendation consistent with the Teachers' Tenure Act.

D. Tenured and Non-Probationary Professional Staff - Tenured teacher discipline or demotion will occur only for reasons that are not arbitrary or capricious. Non-Teaching Professionals' discipline will be governed by the same standard.

Under the arbitrary or capricious standard, disciplinary decisions must be supported by a preponderance of evidence and have a rational relationship to the established misconduct.

The Superintendent or designee will investigate allegations before imposing discipline. Investigations may include consulting with legal counsel when appropriate, interviewing witnesses with relevant information, reviewing tangible evidence, providing notice of allegations to the teacher, and affording the teacher an opportunity to respond.

When determining appropriate discipline, the District will consider the seriousness of the offense, prior disciplinary and employment record, treatment of similar past conduct, aggravating or mitigating factors, applicable law, acceptance of responsibility, likelihood of recurrence, and other relevant factors.

The Superintendent or designee is authorized to impose all discipline except for discharge of any teacher or demotion of a tenured teacher as defined in the Teachers' Tenure Act.

A tenured teacher's salary may be escrowed after tenure charges are approved by the Board.

E. Teacher Rights - Any employee subject to an investigatory interview that may result in discipline may bring union representation of their choice. If an employee is offered representation and declines, they may be asked to sign a waiver of that right before the interview starts. The waiver may be revoked and the employee may insist on representation at any time. If a complaint alleges suspected child abuse or neglect, the matter will be immediately reported to Children's Protective Services. Teachers will receive notice of allegations and opportunity to respond before discipline is imposed. Teachers may respond to discipline in writing for inclusion in their personnel file. All employees have the right to review the contents of their personnel file and to have a representative of the Association accompany them in such review.

ARTICLE 10

ASSIGNMENT, REASSIGNMENT AND VACANCIES

A. Assignment - Assignment shall mean the placement of teachers into existing teaching positions for the succeeding school year. The District maintains responsibility for teacher placement decisions including assignment, transfer, and filling of positions. The Superintendent or designee will make placement decisions consistent with this Article and applicable law. It is assumed that timely and meaningful Association input relative to such decisions will be sought. To facilitate this process, the Board and the Association have agreed to observe the procedures and target the timelines outlined in this section.

1. Notification of Assignment - Returning teachers shall be notified of their tentative teaching assignments for the succeeding school year on or before the last day of the preceding school year. The notification can include the building(s), subject(s), and/or course offering(s) and/or grade level(s) to which the teacher is tentatively assigned.

a. If a teacher's tentative teaching assignment is changed during the summer months when school is not in session, the teacher will be notified within fourteen (14) calendar days after his/her assignment has been changed, except in emergencies.

b. Upon request, the building principal or other designated administrator shall meet with a teacher to discuss that teacher's assignment.

2. General Assignment Guidelines

a. Teacher placement decisions shall be based on the following factors:

1. Staffing the curriculum with effective, certified, and qualified teachers.
2. Appropriate certification, approval, or authorization for all aspects of assignment.

3. Teacher effectiveness as established in Revised School Code Section 1249.
 4. Retention of effective teachers who are certified and qualified.
- b. Teachers must maintain valid certification and be qualified based on:
1. Compliance with state/federal regulatory standards
 2. Credentials needed for accreditation
 3. Professional development and training
 4. Disciplinary record
 5. Length and recency of service in grade/subject areas
 6. Previous effectiveness ratings
 7. Attendance and punctuality
 8. Professional relationships
 9. Other relevant factors as identified by the Superintendent
- c. If a tie exists when the factors, as listed above, used to distinguish teachers are equal, the order shall be established by the Board hire date, then the last four (4) digits of their Social Security numbers from the lowest to the highest number. The teacher with the lowest four digits ranking shall have higher seniority.
- d. Teachers returning from leaves of absence will be allowed to apply for openings after all assignments have been completed if there are available openings.
- e. Teachers on an assistance plan may not transfer to another building without the approval of both the sending and receiving building principals and the Assistant Superintendent of Human Resources.

3. Elementary Assignment Procedures - The steps in the elementary assignment process will be completed in the order indicated and to the extent necessary to fill all available elementary vacancies for the succeeding school year. Completion of the process in whole or in part shall not result in the layoff of any teacher who would not otherwise have been laid off under provisions of Article 21.

a. On or before June 1 of each year, the Superintendent or designee and the elementary principals shall determine the staffing needs for the upcoming school year. Once an opening has been determined within a building, the principal will inform teachers within the building of the staffing needs for the upcoming year.

b. If the total number of teachers in a building is projected to decrease in the upcoming year, the least senior teacher/s (based on district-wide seniority) in the building will be displaced, unless a more senior teacher elects to vacate his/her position.

c. If the total number of teachers in a building is to remain the same but a grade level will have fewer sections, the teacher displaced will be based on district-wide seniority among the teachers at that grade level.

d. Once assignments are completed within the building, any available positions will be posted district wide. All district teachers will have the opportunity to apply for open positions for which they are certified and qualified.

e. Assignment of teachers to open positions will be determined as prescribed in Section A.2. and Section C of this Article.

4. Secondary Scheduling/Assignment Procedures - The following steps in the secondary seated scheduling/assignment process will be observed in keeping with the prescribed timelines to the maximum extent feasible.

a. No later than January 30th of each year, secondary school principals or their designees will begin determination of curricular offerings and student course

selections for the following year. Preliminary discussion of these and other matters required to develop a master schedule will also be initiated with departments, teams, counselors, and/or individual staff members as appropriate.

b. On or before May 15 each year, the Superintendent or designee will advise secondary school principals or their designees of the number of instructional and supervisory sections expected to be available for the following year, based upon the best financial and enrollment projections possible at the time. The principals or their designees will, in turn, share this information with each PLC group and will work with them in developing a master schedule for the following year.

c. On or before May 31, the principals or their designees will have completed the master schedule to the extent necessary to provide assignment notifications as prescribed in Section A.1. above.

d. No secondary teacher in a seated building will be assigned more than three (3) preparations, without compensation. In general, each different course offering will be considered as a separate preparation with the exception of independent study, special education and positions as identified in Article 14 section A.2.i. Combined classes, in which teachers teach two separate curriculums, shall be counted as two preparations. Final assignment decisions will rest with the principal, but any questions regarding preparations to be assigned in excess of the established limits will be discussed among the teachers affected and the principal of the building involved. If a seated teacher is assigned more than 3 preps the teacher will be paid a direct stipend as described in Appendix C - Schedule C.

e. Once assignments are completed within a secondary building, any available positions will be posted district wide. All district teachers will have the opportunity to apply for open positions for which they are certified and qualified.

f. Assignment of teachers to open positions will be determined as prescribed in Section A.2. and Section C of this Article.

5. Oxford Virtual Academy Scheduling/Assignment Procedures - The steps in the OVA assignment process will be completed in the order indicated and to the extent necessary to complete OVA teacher placement for the succeeding school year. Due to the unique nature of the scheduling process and the shifts that occur in OVA enrollment it is understood that it may be difficult to make final placement decisions until the start of a new school year. Completion of the placement process in whole or in part shall not result in the layoff of any teacher who would not otherwise have been laid off under provisions of Article 21.

a. On or before the final day of the preceding school year tentative teaching assignments based on current enrollment projections will be determined and communicated as prescribed in Section A.1. above.

b. Once assignments are completed within the OVA staff, any available positions will be posted district-wide. All district teachers will have the opportunity to apply for open positions for which they are certified and qualified.

c. Assignment of teachers to open positions will be determined as prescribed in Section A.2. and Section C of this Article.

6. Miscellaneous Assignment Procedures - The following steps in assignment of elementary specials, special education teachers, and other staff not covered by Sections 3 or 4 above will be observed according to the prescribed timelines to the maximum extent feasible.

a. On or before the last day of school each year, a building principal or designee will meet with the respective staff to advise them of their assignment for the following year, based upon the best financial and enrollment projections

possible at the time. The building principal or designee will work with the respective staff to help determine those assignments.

B. Reassignment - Reassignment shall mean a change in a teacher's tentative assignment. Involuntary reassignments are those initiated by the Administration, and voluntary reassignments are those initiated at the request of the teacher in accordance with this provision. An ongoing effort will be made to provide timely notification of circumstances that may necessitate involuntary reassignments, or those that may afford opportunities for voluntary reassignments. When reassignments are made, the superintendent or designee shall consider the assignment parameters described above in section A.2.

1. Involuntary Reassignments - Involuntary reassignments shall be discussed with the affected teachers by the building principal or other designated administrator, and reasons for the reassignments shall be provided. Notification of all involuntary reassignments shall be made in writing. Teachers on a plan of assistance cannot be involuntarily transferred without the approval of the Assistant Superintendent of Human Resources.

C. Vacancies - Vacancies shall be defined as existing or new bargaining unit positions which are to be filled and to which no current staff members have been assigned.

1. Notification and Posting - Notification of vacancies shall be provided via email to each bargaining unit employee with a copy of such posting. Positions should be posted at least 4 days prior to being filled. Bargaining unit members may apply for such positions by submitting an internal application for the position. During the period from August 1 to the start of school, positions should be posted at least 2 days before the position is filled. Once school has started, vacancies will be treated on a case-by-case basis in relation to being filled on a temporary or permanent basis.

2. Application - Teachers interested in a posted vacancy shall apply in writing for such vacancy to the Superintendent or designee during the posting period.

3. Filling of Vacancies - Prior to filling a vacancy, the Superintendent or designee shall first consider the members of its teaching staff.

a. The filling of a posted vacancy by a member of the existing teaching staff should not result in the inability to recall a laid-off teacher to a teaching position in accordance with Article 21.

b. The filling of a posted vacancy shall not cause undue disruption to the educational program or to the students.

ARTICLE 11

GRIEVANCE PROCEDURE

A. Definitions - A claim by a teacher, group of teachers or the Association that there has been a misinterpretation, misapplication, or other violation of any provision of this Agreement shall constitute a grievance. With the exception of the summer months when school is not in session, the term "days," as used in this grievance procedure, shall mean days on which school is in session. During the summer months when school is not in session, the term "days," as used in this grievance procedure, shall mean weekdays, specifically excluding weekends and holidays.

B. Excluded Matters - It is expressly understood that the grievance procedure outlined in this Article shall not apply to those areas (e.g., discharge, recall and/or demotion) for which the Tenure Act prescribes a procedure or authorizes a remedy. Also, the following matters shall not be the basis of any grievance filed under the procedure outlined in this Article:

1. The termination of services of or failure to re-employ any probationary teacher. Under such a termination, the probationary teacher shall be informed in writing of the reasons for termination.

2. The termination of services or failure to re-employ a teacher to a position on the extracurricular schedule.

3. Any matter involving the content of a teacher appraisal.

4. Any matter for which there is an administrative procedure provided under state or federal statutes (e.g., EEOC, etc.).

C. Grievance Representatives - The Association shall designate representatives to handle grievances. The Board hereby designates the principal or other responsible administrator in each building to act as its representative at Level One as hereinafter described, and the Superintendent or designated representative to act at Level Two as hereinafter described.

D. Prescribed Grievance Format - A written grievance as required herein shall conform to the format outlined below. Any written grievance not in accordance with the following requirements may be rejected as improper by the Board. Such a rejection shall not extend the limitations hereinafter set forth.

1. It shall be signed by the grievant(s) and/or the Association's designated grievance representative.

2. It shall cite the section or subsections of this Agreement alleged to have been violated and a brief statement of the basis of the grievance.

3. It shall contain the date of the alleged violation.

4. It shall specify the relief requested.

E. Local Grievance Procedures - Grievances filed in accordance with the provisions of this Article shall be processed as outlined below.

1. Level One - A teacher, teachers or the Association alleging a violation of the express provisions of this contract shall within ten (10) days of its alleged occurrence discuss the grievance with the building principal or other appropriate administrator to resolve same. At the time of such discussion, the grievant(s) or the Association shall indicate to the administrator that the discussion involves a possible grievance. If no resolution is obtained within three (3) days of the discussion, the teacher shall reduce the grievance to writing and proceed within five (5) days of said discussion to Level Two.

2. Level Two - A copy of the written grievance shall be filed with the Superintendent or designee as specified in Level One with the endorsement thereon of the approval or disapproval of the Association. Within five (5) days of receipt of the grievance, the Superintendent or designee shall arrange a meeting to discuss the grievance with the grievant and/or, at the option of the grievant, the designated Association representative. Within five (5) days of the discussion, the Superintendent or designee shall render a decision in writing, transmitting a copy of same to the grievant, the Association Secretary and, if applicable, the principal of the building in which the grievance arose. A copy of same will also be placed in a permanent file in the office of the personnel administrator.

3. Level Three- If the Association is not satisfied with the disposition of the grievance at Level Two, or if no decision is rendered at Level Two, it may, within ten (10) days after the Level Two decision, or expiration of the time therefore, submit the matter in writing to arbitration with the American Arbitration Association. Only the Association shall have the right to process grievances to Level Three. In such event, the grievance will be processed as described in Section F below.

F. Arbitration Procedures - Grievances proceeding to arbitration shall be processed as follows:

1. An arbitrator shall be selected in accordance with the Rules of the American Arbitration Association, which shall also govern the proceedings. The parties may mutually agree to direct appointment of an arbitrator.

2. Neither party may raise a new defense or ground in arbitration which was not previously raised or disclosed at earlier written grievance levels.

3. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Board, and the Association. Subject to the right of the Board or the Association to judicial review, any lawful decision of the arbitrator shall be forthwith placed into effect.

4. Powers of the arbitrator shall be subject to the following limitations:
- a. The arbitrator shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
 - b. The arbitrator shall have no power to establish new salary scales.
 - c. The arbitrator shall have no power to decide any question which is within the responsibility of management to decide under this Agreement. The arbitrator shall give due regard to responsibilities of management and shall so construe the Agreement that there will be no interference with such responsibilities, except as they may be specifically conditioned by this Agreement.
 - d. Absent an express agreement between the Board and the Association regarding a particular grievance the arbitrator shall not hear any grievance previously excluded from the scope of the grievance procedure nor any grievance arising after the expiration of this Agreement and prior to the ratification by both parties of a successor agreement.
 - e. If the Board disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall first rule upon the arbitrability thereof before rendering an award.
 - f. More than one (1) grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent of the parties.
 - g. The arbitrator shall have no power to apply state or federal law except as previously interpreted by courts of law, attorney general opinions or other arbitration awards.
 - h. Where no wage/monetary loss has been caused by the action of the Board complained of, the Board shall be under no obligation to make wage/monetary adjustments, and the arbitrator shall have no power to order same.

- i. Arbitration awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based. In no event, however, shall the settlement be earlier than thirty (30) days prior to the date on which the grievance is filed.
 5. The fees and expenses of the arbitrator shall be shared equally between the parties, but each party shall pay the expenses of its own witnesses, preparation, and related expenses.
 6. The Board and the Association may mutually agree to submit a grievance to expedited arbitration under the Rules of the American Arbitration Association pertaining to expedited arbitration.
- G. Other Grievance Guidelines - The additional guidelines which follow apply to all grievance procedures as appropriate.
1. Should a teacher fail to institute a grievance within the time limits specified, the grievance will not be processed. Should a teacher fail to appeal a decision within the time limits specified or leave the employ of the Board (except with respect to a claim involving a remedy directly benefiting the grievant regardless of the grievant's employment), all further proceedings on a previously instituted grievance shall be barred.
 2. The Board and the Association will, upon written request, share such information as is required for processing grievances.
 3. All preparation, filing, presentation, or consideration of grievances shall be held at times other than when a teacher or a participating Association representative is to be at their assigned duty stations unless the parties mutually agree otherwise.
 4. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year, the Board shall use its best efforts to process such grievance prior to the end of the school year or as soon thereafter as possible.

5. Notwithstanding the expiration of this Agreement, any claim or grievance arising there under may be processed through Level Two of the Grievance Procedure.

ARTICLE 12

MENTORING PROCESS

A. Mentoring Process - The parties to this Agreement also recognize the importance and value of affording beginning teachers' maximum opportunities to acquire the knowledge and develop the skills necessary to have successful teaching experiences. Toward this end, they agree to cooperate in establishing a mentoring process which will not only satisfy legally mandated induction requirements, but will promote the personal and professional wellbeing of beginning teachers, will increase the retention of promising beginning teachers, and will transmit the shared core values of the district to such teachers. The following guidelines have therefore been agreed to in an effort to accomplish these goals.

1. Volunteers will be selected from among the existing teaching staff to serve as mentors for beginning teachers throughout their probationary period. Mentor assignments may be modified, however, if so requested by either party.
2. Mentors need not be trained in the same discipline, nor share similar assignments or responsibilities as the mentee.
3. To facilitate contact between mentors and the beginning teachers with whom they work, common conference periods, preparation periods and/or lunch hours will be scheduled whenever possible.
4. Released time for classroom observation(s) or other mentoring activities should be approved for mentors and/or the beginning teachers with whom they work. Up to one (1) day per semester should be provided during the first probationary year, up to one (1) day per semester during the second, and up to one (1) day per year during the third.

5. Mentors shall not be expected to assist in the supervision, discipline, or appraisal of the beginning teachers with whom they work, nor shall they be expected or required to provide information for use in such administrative functions.
6. Mentoring may be favorably remarked upon in the evaluation of mentors, but any perceived deficiencies in the mentoring process shall not be an element in such evaluations.
7. If necessary to the success of the program, the Board may supplement the use of current teachers by employing retirees or other qualified individuals as mentors.

B. Mentoring Stipend. The District retains the discretion to assign mentors which assignments are subject to acceptance on a voluntary basis. Each mentor shall be paid on a sliding scale with the expectation that time spent with mentees will decrease each year. Pay is detailed in Appendix C, Schedule H. Additionally, teachers who provide intensive mentoring for new special education teachers who are employed under a permit or special approval, the annual payment amount shall be \$4,133 and the annual hour requirement for payment is 80 hours per year. For teachers new to the District but not new to the profession, a mentor will be provided for one year of induction. Mentors must meet the minimum hours of mentor activities and attend any required training outlined below:

1. The mentor activities must meet the minimum requirement of (40) hours in year one, thirty (30) hours in year two, and (20) hours in year three. Mentors are encouraged to provide support throughout the school year.
2. Mentors may be required to attend one new teacher orientation day and may use that time as part of the hours requirement for mentoring.
3. The only time mentors can count towards the minimum hours requirement is time outside of the mentor's regularly scheduled work time; however, mentoring may occur on their duty-free lunch or during prep time. Release time used for classroom observations shall count toward the minimum hours requirement.

4. Mentors and mentees shall keep a log of their activities per District protocol. For those teachers who are submitting their activities for SCECHs, the teachers will be required to follow district timelines for submission.
5. The log should be completed on or before June 1st and forwarded to the Assistant Superintendent of Teaching and Learning at Central Administration. The log will be used to validate mentor session time.
6. Mentor payment will be validated based on the mentoring log that is submitted by the mentor on or before June 1st.

ARTICLE 13

LEAVE AND RELATED POLICIES

- A. Leave Days for Jury Duty and Subpoenaed Court Appearances - Any teachers missing workdays as a result of being called for jury duty or subpoenaed to testify in any judicial or administrative matter, except if initiated by the Association or subpoenaed by the Board, shall be paid their full salary minus any compensation for duties thereof, excluding mileage. Leave days granted for this purpose shall not be limited except as indicated, and any affected teacher shall authorize appropriate payroll deductions at the time the leave is requested.
- B. Leave Days for Association Business - The Board shall provide up to twenty (20) days of released time per school year for the handling of Association business as requested by the president of the Association. Such leave days shall be utilized in not less than half-day increments, and notification shall be provided no less than forty-eight (48) hours in advance of their use. No more than two (2) teachers may be absent for this purpose on a given day, and no single teacher may receive more than five (5) such leave days in a school year, unless mutually agreed to by the Board and the Association. The president and officers of the Association may be granted additional released time upon approval of the Superintendent or designee. Payment for union release time will be subject to state law (i.e., union reimbursement for retirement costs, salary, etc.).

C. Absence Bank Days – Each full-time teacher will be credited with twelve (12) absence bank days per year (earned monthly). The twelve (12) days will be posted and shall be available for use at the beginning of each school year.

Absence bank days may be used for the following reasons:

- Employee's own personal illness or physical disability in compliance with the Michigan Earned Sick Time Act (ESTA).
- Personal business - Two (2) absence bank days may be at the employee's discretion and indicated in Skyward by selecting Time Off reason as *Discretionary Leave*. These two (2) discretionary days cannot be used before or after a scheduled break. All other personal business day requests shall be accompanied by a reason and approved by the employee's supervisor, as stipulated in the Personal Business Days, section D of this appendix.
- Any approved FMLA period for the birth/adoption of a child, not covered by paid parental leave.
- Serious illness or quarantine of an immediate family member/legal dependent. (Immediate family shall include spouse, child, parent, stepchild, or stepparent).
- Emergencies (i.e., unexpected injury to family member, home problem requiring immediate attention).
- Hospitalization.
- Legal matter/Court (non-school related).

Personal absence will be limited to no more than twelve (12) days per year (except for employee's own personal illness or illness of an immediate family member, which are limited to employee's personal sick leave bank and/or master sick bank as applicable). Immediate family shall include spouse, child, or parent, and corresponding "step" relatives. In situations where there may be patterns of abuse (excessive absences on Friday/Monday, absences on days preceding or succeeding a break during the school calendar, etc.), the district reserves the right to request appropriate documentation to substantiate the leave.

1. Teachers employed less than full-time or after the school year begins shall be credited with personal absence days on a prorated basis equivalent to one point two (1.2) day per month, to the maximum of twelve (12) personal absence days per year. Teachers employed in extended year (12 month) programs, shall be credited with personal absence days on a prorated basis equivalent to one point four (1.4) days per month, to the maximum of fourteen (14) personal absence days per year.

2. Teachers who are credited with their annual personal absence allowance as described above, but who subsequently terminate their employment prior to the end of their school year shall have their accumulated personal absence days reduced in proportion to the part of their school year actually worked.

3. The unused portion of the yearly allotted personal absence days (12) will accumulate to a maximum of 90 days. Teachers who accumulate unused personal absence days in excess of 90 will be paid for the cancellation of such excess days as provided in Schedule C of Appendix C. Such payment shall be made on the final pay date in June of each school year for each program involved.

4. Teachers having advance knowledge of a period of disability which will require their absence from duties shall notify the Superintendent or designee as soon as they become aware of such expected disability. Such notification will include a statement from the teacher's doctor as to the anticipated commencement date and duration of the disability, as well as any necessary restrictions on the teacher's work prior to actual disability. The teacher's accumulated sick leave will be used for workdays missed under the provisions of this section unless otherwise specified in writing, and the teacher will be expected to work as long as physically able and return to work as soon as able to do so.

D. Personal Business Days – Personal absence days may be used for personal, professional, or business activities that cannot be handled at any other time except during a teacher's

workday. It is expected that every effort should be made to schedule routine health examinations, dental appointments, or other appointments during off duty hours or vacation periods. These days may not be used for pleasure trips, shopping, working at home, or other activities that do not fall within the reasonable guidelines of this section. This type of leave shall be charged against the twelve-day annual personal absence day allotment. All personal business day requests shall be accompanied by a reason (which is considered to fall within appropriate parameters) and approved by the employee's supervisor. These days shall not be taken preceding or succeeding an established break during the school calendar (Labor Day, Fall Break, Thanksgiving, Christmas, Winter Break, Spring Break, Good Friday, and Memorial Day) unless extenuating circumstances exist and approval from the immediate supervisor and assistant superintendent of human resources is obtained.

1. One (1) day of the teacher's yearly personal day allotment will be deducted for each leave day used by a teacher under the provisions of this section.
2. Teachers shall provide the Superintendent or designee with written notice of intent to utilize such leave at least three (3) days in advance of the anticipated absence, except in emergencies. In periods of unusually high teacher absenteeism, use of a leave day under this provision may be deferred based upon the availability of substitute teachers. In such event, requests for use of this type of leave day shall be granted based upon the order in which the requests were submitted, to the extent possible.
3. All stipulations apply above for requests of personal business. The number of days will be approved within reasonable limits, dependent upon circumstances (and in no case will it exceed the employee's annual allotment). In most cases, two consecutive days for a single request will be the approved limit. However, it is understood that staff may have a number of situations or significant needs within the same school year which may require the use of more than two days. In these cases, personal business days beyond two may be approved by the employee's supervisor or the Human Resources administrator.

E. Unpaid Leave Days - Except as scheduled in the school calendar or otherwise provided for above, teachers are expected not to request or take vacation days during the school year, and violations of this prohibition may result in disciplinary action. A leave request exceeding the limits of or involving activities not covered by the above Personal Leave Days may be submitted to the Superintendent or designee for a decision which will be final and not grievable. All days granted by the Superintendent or designee under provisions of this section, if any, shall be unpaid. The employee's daily rate will be deducted from the pay period affected for each day approved. Approval for unpaid days will be made in conjunction with the employee's supervisor and the Human Resources administrator.

F. Master Sick Leave Bank – The Board and the Association will cooperate in the creation and operation of a master sick leave bank whose purpose is to provide paid leave time to teachers unable to work because of extended illness or disabilities, including maternity, as documented by completed FMLA paperwork. The following procedures and limitations will govern the operation of the bank.

1. Each new teacher employed will contribute one (1) sick leave day at the time of his/her first workday. If at any time the number of sick leave days in the bank falls below thirty-five (35), each teacher will contribute, from their accumulated sick bank, one (1) additional sick leave day or a pro-rated day if part-time, at the start of the following school year.

2. The first ten (10) days of extended illness or disability are not eligible for benefits from the master sick leave bank but must be covered by the teacher's own accumulated sick leave days, or as leave without pay. Any teacher seeking to utilize the master sick leave bank after this ten (10) day period must first exhaust his/her remaining accumulated sick leave days, if any. Each teacher utilizing the master sick leave bank may draw a maximum of fifty (50) sick leave days from the bank during any single school year.

3. Teachers terminating employment with the district are not entitled to withdraw sick leave days previously contributed to the master sick leave bank. Teachers utilizing the bank will not be required to replace the sick leave days used, except as regular contributing members to the bank. Teachers eligible to utilize the bank and wishing to do so shall make a written request to the Assistant Superintendent of Human Resources and the Association President. Only these individuals will have final authority to grant or deny benefits from the bank and will establish any additional guidelines for operation of the bank as may be required. The Continuing Contract Committee may review the number of sick bank requests, but any review will protect personally identifiable information.

G. Funeral or Bereavement Leave Days - In the event of death among family or friends, a teacher shall be entitled to paid funeral or bereavement leave days without deduction from sick leave as outlined below.

1. Each teacher shall be allowed up to four (4) such leave days in connection with the death of the teacher's spouse, children, parents or siblings and corresponding relatives-in-law; plus, grandchildren or grandparents and "step" relatives corresponding to any of these.

2. Each teacher shall be allowed one (1) such leave day per school year for the funeral of a person who is not a member of the employee's family as defined above.

3. If necessary, and if recommended by the building principal, additional such leave days will be granted and deducted from accumulated sick leave by the Superintendent or designee.

4. A teacher shall submit a written request for such leave to the Superintendent or designee in as timely a manner as permitted by the circumstances.

H. General Leave of Absence Policies - Except as otherwise specified in this Article, the following provisions of this section shall be applicable to all leaves of absence.

1. Application Procedure - All applications for leaves of absence shall be in writing and shall be submitted thirty (30) days prior to the commencement date of the leave of absence, except in extenuating circumstances. The application shall include the reasons for the leave of absence request. To the greatest extent possible, the commencement date and the expiration date of a leave of absence shall coincide with a natural break in the academic calendar, such as the end of a quarter, the end of a semester, the beginning of a school year, and the like.
2. Maintenance of Status - During a leave of absence a teacher shall not lose any previously accumulated sick leave days, tenure status, seniority, or salary position in the schedule at the time the leave is granted. Teachers who are granted leaves of absence shall notify the Superintendent or designee of their current addresses and of changes in their current addresses.
3. Use of Leave Days While on Leaves of Absence - A teacher on a medical or disability leave of absence or a childbirth or child care leave of absence may utilize certain leave days as well, but only during the period while still being paid as a result of using accumulated sick leave days. Leave days which can legitimately be used are limited to those for jury duty or subpoenaed court appearances and those for funerals or bereavement. No leave days of any kind shall be usable by teachers while on leaves of absence of any other kind.
4. Return From a Voluntary (Non-Medical) Leave of Absence - Teachers shall be entitled to return from an approved full year voluntary (non-medical) leave of absence to a position for which he/she is certified and qualified at the beginning of the next academic quarter following its expiration if a position is available. In the event that an open position is not available, every effort will be made to place the returning teacher in a position (i.e., reassignments). However, if no position can be made available, the teacher may be granted a leave extension for another year (or until a position becomes available for which he/she is certified and qualified during that year). In the event that reassignments

are required in order to determine this placement, state law and district policy/procedures shall be followed. Such teachers shall provide written notice of their intent to return to the school district by March 1 for return at the beginning of the first semester of the next school year, or sixty (60) days prior to the beginning of any subsequent academic quarter for which they intend to return. The school district shall, at the time a leave is granted, inform such teachers of the procedures for advising the district of their intent, of the appropriate deadline for doing so, and of the consequences for failing to do so. Under these circumstances, the failure of such teachers to provide timely notification of their intent to return shall constitute an irrevocable voluntary resignation.

5. Leave of Absence Extensions - If the teacher wishes to extend a leave of absence, application shall be made in writing by March 1 of the year in which the leave expires or sixty (60) days prior to the end of the leave if the leave does not coincide with the school year. Granting of such extensions shall be in no more than one (1) year increments, and shall be at the sole discretion of the Board. At the conclusion of the leave extension, if no vacancies are available for which the employee is certified and qualified, the employee shall be considered as terminated. No layoffs shall result in the return of an employee who is on an extended leave of absence.

6. Non-return From a Leave of Absence - In the event a teacher does not intend to return to the school district from a leave of absence, the teacher shall submit an application for a leave of absence extension pursuant to Section H.5 of this Article on or before the date specified therein, or shall submit a written resignation from employment to the Board on or before that date. If a teacher's request for a leave of absence extension is denied, the teacher shall then submit a written resignation. Any teacher who does not provide the written notification required in accordance with this provision shall lose all previously accumulated seniority in the school district unless extenuating circumstances can be shown. Any teacher losing all previously accumulated seniority as a consequence

of resigning under the provisions of this section may have such seniority restored if subsequently re-employed by the District.

I. Unpaid Leaves of Absence - Leaves of absence without pay or fringe benefits will be approved by the Board in accordance with the provisions outlined in this Section.

1. Public Service Leaves of Absence - The Board shall grant tenured teachers an unpaid public service leave of absence for a period of up to one (1) year. Such leaves of absence may be granted to campaign for or serve in a full-time public office; to participate in an exchange teaching program in other states, territories or countries; to work full-time in a foreign or military teaching program, the Peace Corps or other national service program; or to serve as a full-time intern, consultant or research assistant in the State Department of Education. No more than three (3) such leaves of absence will be approved in any one school year.

2. Medical and Disability Leaves of Absence - Up to a one-year unpaid leave of absence shall be granted for extended disability and/or illness of a teacher. An affected teacher shall submit a written application for such a leave, together with a physician's statement indicating the nature of the disability or illness no later than thirty (30) days after the teacher's absence. At that time, the teacher should contact the Human Resource Department to determine use of sick days and determination of pay. The teacher may retain a portion of unused accumulated sick days, if desired. The leave is effective upon the first day of absence. If extenuating circumstances prevent the submission of such a request, the Board shall determine the employee's status based on available information. A teacher returning from a leave of absence due to disability or illness shall submit a physician's statement indicating the teacher's ability to return to work and to perform regular teaching duties.

3. Child Care Leaves of Absence - A teacher shall be granted an unpaid leave of absence for the purpose of child care. Unpaid child care leaves may be granted up to one (1) year in duration.

a. Application for childcare leave shall be in accordance with the provisions of Section K in this Article, though earlier notice of intent to take such leave is encouraged to provide for continuity of instruction.

b. A teacher wishing to return to duty from a child care leave of absence shall submit a written request as provided in Section H.4 of this Article.

4. Adoption Leaves of Absence - A teacher shall be granted an unpaid leave of absence of up to one (1) year in connection with the adoption and/or subsequent care of a child. Application for an adoption leave of absence shall be in accordance with Section I of this Article.

5. Other Leaves of Absence - If approved by the Board, unpaid leaves of absence may be granted for extended university study, educational travel, extended illness in the immediate family or other acceptable reasons not enumerated above.

6. Short-Term Leaves of Absence - Any request for a short-term unpaid leave of absence shall be submitted to the Superintendent or designee for a decision. That decision will be final, not grievable and will in no way establish a precedent with regard to future requests.

J. Paid Parental Leave – Paid parental leave will be provided for a period of up to six (6) calendar weeks to all eligible parents and legal guardians to bond with a new child (birth or adoptive) with no deduction from the employees personal leave bank or the Master Sick Bank. This leave begins on the day of child birth or official adoption. An employee who is disabled for a period of time preceding or succeeding the paid parental leave time will be permitted to use their personal leave days.

K. Voluntary Leaves of Absence - The Board of Education may grant any teacher a voluntary leave of absence without pay and without benefits for a period of one (1) year, provided that the granting of such leave of absence shall prevent the layoff of another teacher or permit the recall of a laid off teacher from the school district. Such leaves of absence shall be subject to the

following provisions:

1. Applications for a voluntary leave of absence shall be made in accordance with Section H.1 of this Article.
2. Teachers granted a voluntary leave of absence will accrue one (1) year of seniority during the leave of absence.
3. During a voluntary leave of absence, the teacher involved will not lose tenure status, nor any previously accrued sick leave, but additional sick leave will not accrue during the voluntary leave of absence.
4. Upon return from a voluntary leave of absence, the teacher involved will be placed on the same step of the salary schedule as that teacher would have been entitled to at the time the leave was granted. No additional step on the salary schedule will accrue during the voluntary leave of absence.
5. Return from a voluntary leave of absence (under this section to avoid layoff of a teacher) shall allow the teacher to return to an available position for which he/she is certified and qualified. In the event no position is available, determination for layoffs will be based on state law and district policy/procedures.
6. Any extension of a voluntary leave of absence shall be without fringe benefits and in accordance with Section H.5 of this Article.

L. Sabbatical Leaves of Absence - Pursuant to the provisions of the Michigan School Code, a teacher who has been employed by the Board for at least seven (7) consecutive years may be granted a sabbatical leave of absence as provided below.

1. A sabbatical leave of absence may be granted at the end of a teacher's initial or any subsequent seven (7) consecutive years of employment, provided that the teacher holds a valid permanent or continuing certificate. The leave of absence may be for advanced study beyond the master's degree, for travel of an educational nature or for

vocational certification in a course or field of study approved by the school district, provided funds are available. A sabbatical, if granted, shall be for a period of one (1) semester or one (1) year.

2. Applications for a sabbatical must be made to the superintendent by April 1 of the preceding school year in the case of leaves of absence commencing at the beginning of the school year or October 1 in the case of those commencing at the end of first semester. Applications shall include an outline of activities during the period of the sabbatical as well as evidence of acceptance into an advanced degree program if applicable. In addition, the application shall contain an explanation of how the sabbatical will increase the applicant's professional competence and will benefit the school district.

3. Recipients must agree to return to the school district for a period of at least three (3) years following the period of the leave of absence and/or to repay a prorated share of the sum of the total grant within a three (3) year period. If the teacher leaves during the three (3) year period after returning from sabbatical, they shall repay a prorated amount to the Board within the same period of time as was then left in the three (3) year period following completion of the sabbatical. The Board may waive provisions of this paragraph at its discretion.

4. As a condition of receiving a sabbatical, a teacher shall sign a Sabbatical Agreement and a Demand Promissory Note as negotiated between the Board and the Association, and on file in the district personnel office. Upon completion of employment for a period of three (3) years subsequent to completion of the leave of absence, and having fulfilled the conditions of the Sabbatical Agreement, a teacher's Demand Promissory Note filed with the Board will be voided by the Board. The Demand Promissory Note shall also be voided in event of the death or total disability of the teacher.

5. During the sabbatical, the teacher shall be considered in the employ of the Board, shall receive one half the salary that would normally be due and shall be provided the

same medical, dental, vision and life insurance coverage as regularly employed teachers. A teacher on sabbatical, who in connection with securing vocational certification is participating in a work experience program during the leave of absence, shall not receive more in total gross salary (i.e. wages earned from the work experience program plus the sabbatical leave stipend of one half the regular school district salary) than they would have received in their regular employment with the school district. If said teacher's total gross salary exceeds this limit, the Board shall reduce the sabbatical stipend by the amount in excess of the salary the teacher would have earned in the regular employ of the school district. The teacher agrees to provide all salary data pertaining to the work experience program to the Superintendent prior to the date the leave of absence commences.

6. A teacher returning from sabbatical will receive experience credit equal to the length of the leave of absence (i.e., either a one-year credit or a one-half year credit) and will be placed on the appropriate salary schedule step accordingly. Teachers will be allowed credit toward retirement for time spent on sabbatical in accord with the rules and regulations of the Michigan Public School Employees Retirement System.

7. If more than one (1) person applies for and is qualified for a sabbatical leave of absence, the superintendent or designee will recommend to the Board a minimum of one (1) candidate to receive the sabbatical. This recommendation will be based upon the needs of the district and will not be grievable.

M. Health Policies - To protect the health of teachers and students and to promote the continuity of instruction, the Board has adopted the following policies.

1. Following initial employment, teachers must show evidence of continued freedom from communicable disease in accordance with the requirements and recommendations of state and county health policies. Failure to submit such evidence in a timely manner may result in disciplinary action.

2. A teacher who has been absent five (5) consecutive workdays may be requested to present a doctor's statement upon return to work. In case of prolonged illness (over ten consecutive workdays), periodic statements from a doctor may be requested by the district. In addition, a pattern of absences may also require submission of a doctor's statement.

3. In order to provide for the medical examination of teachers who appear to have medical problems affecting their work, the Superintendent or designee may, at District expense, require a teacher to secure a medical examination from a doctor or doctors specified by the Superintendent or designee. Except in an emergency, the teacher involved and the president of the Association shall receive at least two (2) weeks' notice of any request for medical examination. Released time for such examination(s) shall be provided at no loss of pay or sick leave. In the event examination results conflict with the examination results of the teacher's own doctor, a third medical opinion may be sought under the above provision, upon mutual agreement between the teacher and the Superintendent or designee.

4. The Board shall annually review, and if necessary revise, its policies on blood borne pathogens, and will keep teachers advised of their related rights and responsibilities, including their entitlement to Hepatitis B immunization shots.

N. Worker's Disability Insurance - All employees are covered by Worker's Disability Insurance, which is governed by the laws of the State of Michigan and which may be applied for through the Board office. In case of injury an employee should immediately notify the building principal and should complete necessary injury report forms as instructed. A teacher who is injured during the performance of duty shall receive compensation as prescribed by the Worker's Disability Insurance Act of Michigan. Such compensation will also be supplemented with an amount sufficient to maintain the affected teacher's regular salary for such period as permitted by that teacher's accumulated sick leave reserve. Such reserve will be charged only for that part of the teacher's regular salary which is in excess of the compensation payment.

O. Half-Day Absences – Teachers who are out for any non-ESTA reason on a day that is scheduled as a half-day for students will be charged a full day of absence. Staff will be held responsible for entering the full day absence in the designated employee management system (Skyward). If a sub is needed, the staff member will also be required to enter the appropriate time needed for a substitute (i.e., for a half student day, employee will enter for a half-day sub needed.)

ARTICLE 14

LEARNING ENVIRONMENT

A. Class Size And Assignment Considerations - Class size and assignment considerations in elementary, middle and high school vary because of age, grade level, and educational maturity of the student population, subject matter, special needs of individual students and classes, classroom size and other spatial considerations, the philosophy of grouping (of teachers individually, staff generally, or district philosophy), and finances. While it is impossible to formulate an ideal class size that would be appropriate in all circumstances, the parties agree that the guidelines which follow will be used to establish a framework which maintains an educationally sound learning environment.

1. The Board will attempt to maintain all class sizes within the ranges shown in the chart below, and within those ranges will target the sizes indicated.

Classes	Range	Target
Grades K-2	21-27	25
Split Classes	21-27	25
Grades 3-5	23-29	27
Grade 6	24-31	28
Grades 7-8	25-31	29
Grades 9-12	26-32	30
Composition/Research	22-28	26
Remedial	22-28	26

Classes	Range	Target
Crossroads	8-18	14
Physical Education	28-42	
• Life Sports		42
• Pool/Swimming		28
• Weight Training		35

2. Other Considerations - The following should be noted in connection with, and in addition to, the target sizes and ranges shown in the chart above.

a. Class size in instrumental and vocal music classes, and in physical education classes shall be determined by cooperative scheduling among the teachers, building principals and a representative faculty group. The top of the range for physical education classes is 42 (Note: Targeted maximum numbers for these three PE classes are Life sports – 42, Pool/Swimming Classes – 28 and Weight Training – 35). 7th grade physical education teachers that are required to teach health for ½ of each semester will receive fifty (50) percent of the individual student overage payment for each student over the maximum of the range (31 students) for a 7th grade classroom teacher.

b. The Board will attempt to maintain student-staff ratios in library/media and other support services which meet NCA and Michigan accreditation standards.

c. Every attempt will be made to limit the number of students enrolled in the following classes to the number of available work stations as mutually agreed to by the Board and the Association: CAD and other computer based programs, laboratory sciences, technology and industrial arts, drafting, home economics and other areas where instruction is dependent upon specialized equipment.

d. When more than one section of the same course is scheduled during the same class period, the enrollment differential will not exceed three (3) students. When more than one section is scheduled at the same grade level within a building, the enrollment differential will not exceed nine (9) students. In all buildings, every effort will be made to balance the student enrollment in multiple sections of the same course or at the same grade level, and enrollments which increase an already existing differential are to be avoided.

e. Courses to be designated remedial and those to be designated as composition/research classes shall be determined annually by mutual agreement between the principal or other designated administrator and an appropriate representative faculty group. The list of such courses shall be reduced to writing and shall be made available in a timely manner as part of the annual scheduling process. Remedial classes will be defined as classes in various subject matter areas which are specifically designed for students who are generally achieving academically at a level two (2) or more years below their grade level in the particular subject area involved. Special education classes and introductory classes that are part of a subject matter sequence are excluded. Composition classes which involve extended research should be limited to no more than two (2) sections per teacher, and the enrollment differential between those sections should not exceed four (4) students.

f. In the event that an Oxford High School or Oxford Middle School teacher (does not apply to Bridges or Crossroads) is assigned more than three preparations during one semester, the prescribed stipend in Schedule C of Appendix C will be paid. In general, each different course offering will be considered as a separate preparation with the exception of Independent Study, special education and School-to-Work. It is agreed that extra preps will not be paid for if the annual stipend outlined in the contract (see examples below) covers the majority of the

classes taught. (For example, if the MS Orchestra Director teaches 5th grade orchestra, 6th grade orchestra, 6th grade advanced orchestra, 7th grade orchestra, and 8th grade orchestra, an extra prep would not be paid.)

- Director of Bands – High School
- Director of Choirs – High School
- Director of Orchestras – High School
- Jazz Band – High School
- Director of Bands – Middle School
- Director of Choirs – Middle School
- Director of Orchestra – Middle School
- Director of Dance Conservatory – High School

g. Elementary Classroom Differential – For elementary classrooms, when there is a student differential within the same grade level (and building) of over three students, the teacher affected will be paid \$100 for each student over. The differential will be established by each of the two count dates (October and February) and paid after those dates.

h. At the elementary level, there may be times that specials teachers are responsible for a number of sections that might reduce their contractual preparation time. The loss of preparation time shall be commensurate with the payment provided to secondary teachers and calculated accordingly based on the rate established in Appendix C, Schedule C. (For example, a teacher at OHS who teaches on their preparation time will be paid \$6,725 each semester (2025-2029 payment amount) which is based on an average of 244 minutes of teaching time weekly. If an elementary specials teacher misses 25 minutes of preparation time at the elementary level each day, they will miss 125 minutes per week. 125/244 or 51.2% of \$6,725.00. They would be paid \$3,444 per semester for the lost preparation time.)

i. Physical education/health teachers at the secondary level may be required to assist with the delivery of the health curriculum at the elementary level. The assignment of these teachers will occur on a rotating basis.

j. OVA Caseloads - For Oxford Virtual Academy the following chart will be used to determine caseloads for each teacher role.

Teacher Role	Caseload
Mentor FT	100 students
Mentor Homeschool	300 students
Teacher of Record (Content) -Secondary	180 students
Hybrid TOR- Secondary	360 students
Hybrid Elementary	45 students
CV Electives Teacher DK-12	109 courses
PASS class FT Shared Time K-12	1320 students
Elementary National Vendor	35 students
Site Advisor	.2 - .5 (dependent upon location)
Secondary Preps (does not apply to stipend work)	20 students max / \$200 per prep over 20 students

B. Class Size and Assignment Deviations - In the event that any teacher believes there are significant deviations from the class size targets/ranges and/or the other guidelines outlined in Section A above, s/he shall so advise the building principal or designee. The building principal or designee and the affected teacher will then evaluate the situation to determine if the learning environment is adversely affected by the deviations cited, and if the implementation of a remedy

is appropriate. When implementation of a remedy is deemed appropriate, the principal or designee and the affected teacher will attempt to agree upon a course of action from among those described in Section 1 below. Both the Board and the Association agree to publicize the contents of this Article to the staff members affected by it or involved in its implementation. They further agree that if no timely remedy results that are satisfactory to the affected teacher, a review by the Continuing Contract Committee will be scheduled.

1. Possible Remedies - Remedies for class size or assignment deviations may include, but are not limited to: the transfer of student(s); the rescheduling of student(s); released time for preparation or curriculum development by the affected teacher(s); formation of a new class; the provision of additional aide time for the affected teacher(s); the provision of a discretionary fund for use by the teacher(s) in the affected class(es); or payment of direct stipends to the affected teacher(s). Enhancement of the learning environment will be the principal consideration in implementing possible remedies.
2. Size And Assignment Review - Any teacher, teaching team, department, administrator or other affected group or individual may ask the Continuing Contract Committee to review the class size targets/ranges and suggested remedies for deviations outlined above, seeking that they be altered or supplemented based upon curricular needs or innovative instructional strategies.
3. Both parties remain committed to the belief reflected in this article that learning environment issues can differ substantially from case to case, and that no system of automatic remedies can be constructed that will respond appropriately to individual cases. After reviewing a large variety of cases over many months, and discussing how they might appropriately be resolved, the following general guidelines and formats were accepted for future use. The following steps should be implemented as necessary to identify and resolve learning environment concerns by the student count date each semester whenever possible.

a. In secondary buildings, the administrator should identify any generalized learning environment concerns (i.e. concerns resulting from staffing or other master schedule problems which adversely affect a group of teachers) before the semester begins, and notify the teacher(s) involved, the building counselors, and representatives of the association as necessary.

b. Counselors and/or administrators should work to correct known deviations from established contractual guidelines, including: class overloads where the number of assigned students exceeds the prescribed maximum or the workstations available; regular classes with an imbalance of special needs students assigned or an imbalance in co-taught classes, cases where specified enrollment differentials among classes are exceeded.

c. Individual teachers and building representatives should identify any other learning environment concerns and notify building administrator(s) by the end of the first week of class.

In those cases where the establishment of an additional class is not possible, teachers may elect the payment described below or consider the following options in mutual agreement with the building administrator:

1. Creation of co-teaching section or class.
2. Professional support for a prescribed number of hours per week.
3. Paraprofessional support for a prescribed number of hours per week.

Other steps to alleviate the problem, including the following:

- Increase the available workstations if feasible.
- Provide additional materials for the class(es) involved.
- Permit the teacher(s) involved to attend conferences or other training.

- Authorize released time for additional preparation-or assessment by the teacher involved for a prescribed number of hours per semester. Pay the teacher(s) involved a direct stipend. In the event that payment for a class overload is determined appropriate, the remedy will be implemented as stipulated below, based on numbers at the fall pupil count and supplemental pupil count dates for elementary, middle, and high school.

CLASS SIZE OVERLOAD		
High School, Middle School & Crossroads	For each additional class over maximum - per student overage	\$100 per semester
Block classes are counted as a single class		
Elementary	1-3 students over maximum for a majority of the instructional day – per student overage	\$150 per half year (based on enrollment on count days)

4. In all cases, learning environment concerns should be evaluated in light of the teacher(s) overall circumstances as compared to his/her colleagues, and if some action is deemed appropriate, the remedy or remedies should be designed as much as possible to specifically alleviate the concern(s) expressed in the particular case.
5. When a special education teacher's caseload exceeds the maximum for a two-week period of time after the fall Pupil Count Day and Supplemental Count Day, the special education teacher will receive an overload payment of \$150 per student per semester.
6. Secondary Counselors – Secondary counselors whose caseloads exceed 450 students (on the October student count day) will be paid an additional \$500 per semester; caseloads which exceed 550 students will be paid an additional \$1,000 per semester.

7. The learning environment dates used for teachers at Crossroads will be December 1 and May 1.

ARTICLE 15

TEACHER EVALUATION PERFORMANCE APPRAISAL AND DEVELOPMENT

A. Evaluation Process - Beginning with the 2025-26 school year the negotiated performance evaluation system shall include a rigorous, transparent, and fair performance evaluation system that includes:

1. specific performance goals: one goal identified by the teacher to improve their effectiveness in the upcoming school year and one goal to support building-wide work/goals that will be collectively developed by administration and shared with staff.
2. an evaluation of the teacher's job performance with timely and constructive feedback.
3. clear approaches to measuring student growth with relevant data on student growth.
4. multiple rating categories that take into account student growth and assessment data that have been negotiated with the Association.
5. the use of district-wide State student growth and assessment data as 20% of the year-end evaluation determination.

The following procedures have therefore been agreed to in an effort to accomplish these goals:

1. By September 30 of each school year, the district shall provide, during contractually scheduled Professional Development time, training to all teachers on the evaluation system, reporting forms and other important components of the year-end evaluation process and how each reporting form is used during the process. The annual performance evaluation system will assign a year-end rating of "effective", "developing" or "needing support".

2. The following guidelines are established clarifying who is to be evaluated using the Full Cycle Evaluation each year:

- a. All probationary teachers
- b. Tenured teachers who are identified as Track A - Tenured Full Cycle. If a tenured teacher has been rated “highly effective” or “effective” for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter. If the subsequent year-end rating is not “effective” on an evaluation following the third year, the teacher shall be evaluated annually until receiving an “effective” rating for an additional three (3) consecutive years.
- c. Teachers not being fully evaluated (identified as Track B) will complete two goals for the year and will receive one (1) informal evaluation that will be documented in the evaluation system and will be provided verbal feedback by the administrator conducting the evaluation. The teacher is not required to have a year-end evaluation.
- d. Tenured teachers who have been identified as “needing support” in the previous year’s Track A Full Cycle or Track B evaluation process.

3. All teachers shall be notified who the administrator will be that conducts their year-end evaluation and must complete a Self-Assessment and growth plan within the evaluation tool by September 30 of each year.

4. Probationary teachers shall be provided a full performance evaluation at least once every year based at least in part on two formal written observations during the period covered. The observations must include a pre-conference and review of the lesson plan and state standard being taught, prior to the observation, as well as review of student engagement in the lesson. Unless identified as a deficiency in performance within an existing IDP (Individual Development Plan), teachers will only be required to submit lesson plans to an administrator for the day(s) they are being observed. The items

described in this subparagraph must be discussed during a post observation meeting between the school administrator conducting the observation and the teacher.

5. Tenured teachers identified on Track A Full Cycle shall be provided a full performance evaluation based at least in part on two formal written observations during the period covered. The observations must include review of the lesson plan and state standard being used as well as review of student engagement in the lesson. Unless identified as a deficiency in performance within an existing IDP, teachers will only be required to submit lesson plans to an administrator for the day(s) they are being observed. If the first formal observation is deemed effective, the second observation shall be conducted as an informal observation with no requirement for a pre-conference or a review of lesson plans. The items described in this subparagraph must be discussed during a post observation meeting between the school administrator conducting the observation and the teacher.

6. The school administrator responsible for the teacher's performance evaluation shall conduct at least one of the observations. Other observations may be conducted by other administrators who are trained in the use of the evaluation tool that is used under subdivision (e). A classroom observation must be not less than 15 minutes but does not have to be for an entire class period. The teacher must know that an observation is being conducted. One observation may be unscheduled. No observations will take place on the days preceding or following an extended break.

7. The school district shall ensure that, within 10 days, a post observation conference is held with a teacher to provide timely feedback. Within 30 calendar days after each observation, the teacher is provided with written feedback from the observation. A copy of the written evaluation, appraisal, summaries, and recommendations for improvement in all unsatisfactory categories, if any, shall be submitted to the teacher at that time. The electronic version of the evaluation and attachments are to be signed by the teacher acknowledging receipt thereof within three (3) working days of receipt by the teacher.

If a teacher's written evaluation indicates that there are unsatisfactory categories in the teacher's performance, the evaluator will provide the teacher with pertinent information in writing. That information will include an indication of the unsatisfactory categories, recommendations for improvement, professional assistance offered, a time schedule for improvement and a subsequent evaluation follow-up.

8. In the event of an emergency due to illness or disability, the time limits specified in Sections 6 and 7 above may be extended an additional ten (10) working days upon the request of the administrator or the teacher involved.

9. A Midyear Progress Report is required for probationary teachers and those who had a rating of "needing support" (based on student achievement, aligned with IDP, includes performance goals and recommended training). This shall not take the place of the annual year-end evaluation.

10. Teachers rated as "needing support" shall be provided an IDP developed by administration in consultation with the teacher. The IDP shall include mutually agreed upon strategies to achieve goals, methods to assess goals and identification of assistance/training needed to assist teacher effectiveness.

11. Teachers on an IDP who were rated as "needing support" are required to make progress toward IDP goals within a specified period, not to exceed 180 days. Annual year-end evaluation must include assessment of progress. A review of progress on an IDP to determine plan of action (continued employment or nonrenewal) is to be conducted by June 15th.

12. In the event a teacher believes that an evaluation was incomplete or unjust, such teacher may state any objections in writing within ten (10) working days from the date of the receipt of the written evaluation and may attach said objections to the written evaluation to be placed in the teacher's personnel file.

13. The updated law provides a mechanism for teachers or school administrators to review evaluation results, including being able to use the grievance procedure after two consecutive “needs support” ratings. A teacher or school administrator may request a review of their respective evaluation, and a written response must be provided by the school no later than 30 calendar days after receipt of the request for a review. If the written response from the school does not resolve the disagreement, the teacher may request mediation with the Michigan Employment Relations Commission (“MERC”), as specified under the Public Employment Relations Act, Michigan’s public labor law statute.

14. All of the formal and informal observations for all teachers should be completed by the third Friday in May. The Annual Year-End Evaluation should be completed for all teachers by the first Friday in June. The year-end evaluation will include a short narrative that may include specific performance goals that will assist in improving effectiveness for the next school year. Any goals identified are developed by the school administrator or the school administrator's designee conducting the evaluation, in consultation with the teacher, and any recommended training identified by the school administrator or designee, in consultation with the teacher, which would assist the teacher in meeting these goals. Probationary teachers commencing employment other than at the traditional start of the school year may be placed upon an altered evaluation schedule.

15. A tenured teacher whose services are being considered for termination under provisions of the Tenure Act shall be provided written notification from the Superintendent or their designee including the statement of charges and advising of the teacher's rights under the Tenure Act for a hearing and appeal. The Association shall receive a copy of such written notification letters.

16. On or before June 1 of each year, either party to this Agreement may request a review of the evaluation process. Upon such request, the Continuing Contract Committee will discuss and, as necessary and appropriate, see that the criteria for evaluation, the current evaluation instruments and/or the evaluation procedures in use are revised.

ARTICLE 16

CONFERENCES AND PROFESSIONAL DEVELOPMENT

A. Parent-Teacher Conferences - Parent-Teacher Conferences will be held periodically, the frequency and duration to be determined by the Continuing Contract Committee consistent with the school calendars in Appendix A of this Agreement. At the secondary level, conferences will be held virtually; however, families may request in-person meetings which may be accommodated by the teacher. Seated teachers at the secondary level will hold fall virtual conferences at their school building. Secondary spring conferences may be held in the building or off-site. Seated teachers at the elementary level will hold conferences in person and families may request a virtual conference which shall be accommodated by the teacher. OVA elementary teachers will hold conferences virtually. Families may request in-person meetings which may be accommodated by the teacher. Elementary spring conferences will be held between mid-winter break and spring break. It is expected that all employees covered by the OEA contract shall make themselves available for all conference periods for which they are scheduled.

B. Individual Training - The Board will encourage individual teachers to attend appropriate conferences, participate in seated and/or online workshops and tutorials, make visitations, and become involved in other professional development activities to the extent possible within the resources of the district.

1. Teachers desiring to avail themselves of the above kinds of activities will fill out and submit to their immediate supervisor a Request to Attend Conference form at least seven (7) calendar days in advance. Teachers may have the option of taking part in such approved activities at their own expense with no loss of pay or paid leave if sufficient funding is not available from the district.

2. The immediate supervisor will review and approve such requests, or if appropriate, forward them to the Superintendent or designee for approval. Notification of approval by the Administration will be made as soon as possible.

3. Reimbursement for expenses related to such activities will be made as soon as possible after submission of the teacher's copy of the Request to Attend Conference form, and appropriate documentation for the expenses claimed. The Superintendent or designee may authorize the advance payment of prescribed expenses for approved activities upon the request of the teacher involved. Reimbursement will not be made without sufficient documentation and shall follow district policy/guidelines.

4. IB training will be required for teachers in the DP program. AP training will be required for teachers teaching AP courses. Approval from administration for this training must be secured before registering. IB and AP training occurring outside of the school calendar will be paid at the curriculum rate for actual hours spent in training.

ARTICLE 17

MUTUAL PROFESSIONAL RESPONSIBILITIES

A. Underlying Philosophy - The Board and the Association recognize that the ability to identify, implement and sustain appropriate changes in the operation of the District is critical to its ability to fulfill its educational mission. They further recognize that this critical ability requires shared responsibilities, effective communication, and the broad involvement of many affected people in various decision-making processes.

B. Continuing Contract Committee - The Board and the Association shall utilize the Continuing Contract Committee to discuss, evaluate and make recommendations on matters relating to the OEA contract and of concern to either party.

1. Prior to any matter being submitted to the Continuing Contract Committee, it must first be discussed or reviewed with the appropriate administrator(s). A Committee member may request such a discussion or review on his/her own initiative or may be present at such a discussion or review upon request of an affected employee. Any matter(s) not resolved to the satisfaction of either party may then be brought to the full Committee.

2 The Committee meetings may provide a forum for discussing a situation affecting the conditions or circumstances under which a teacher works. Such meetings, however, are not intended to bypass or circumvent the grievance procedures outlined in Article VIII in any way and are not to consider any matter for which another remedy exists under terms of this Agreement.

The following guidelines outline the structure and operation of the Continuing Contract Committee:

1. Purpose - The Continuing Contract Committee is intended to provide an ongoing, positive forum in which representatives of the Oxford Education Association and the Oxford Community Schools can discuss, evaluate, and develop recommendations on matters relating to the OEA contract, and of interest to either or both parties. The CCC is not intended to replace the normal process of contract negotiation between the parties, nor to restrict in any way the grievance process provided for in the current contract between them. It is the hope of both parties, however, that the CCC will facilitate any future negotiations, and reduce the perceived necessity for grievances.
2. General Structure - The Continuing Contract Committee will consist of six voting and two non-voting members. The two non-voting members will be the Superintendent of the school district and the MEA Uniserv representative serving the district. These members may attend all meetings and fully participate in all activities of the CCC but will not be included in any formal voting process that might be required. Two of the remaining members will serve *ex officio* (i.e., by virtue of the positions they hold in the school district). One of these will be the Central Office Administrator responsible for teacher personnel, and the other will be the President of the OEA. Both will be regular voting members of the CCC and will serve as links to any regular contract negotiations between the parties. Two of the remaining members will be appointed by the Superintendent of schools from among the administrative staff, and two will be chosen by the OEA from among its membership. Both parties will attempt to choose individuals from the

elementary, middle, and secondary levels who are broadly representative of various interests within the district, and who are committed to collaborative, consensus based decision-making process. The process will be completed in time to permit the individuals appointed/selected to participate in the initial meeting of the CCC each year. While each of the parties recognize the importance of continuity for the successful operation of the CCC, they also acknowledge that their representatives may be unable to attend all meetings. They therefore authorize the occasional use of a substitute representative for one of their appointed members of the CCC. Such substitutes shall be entitled to fully participate in the discussion and vote at any meeting which they are authorized to attend. Members may be included above the specified number with approval of both parties (Administration and OEA).

3. Operations - The Continuing Contract Committee will meet at least quarterly over the course of each school year but may meet additionally as mutually agreed to by the parties. In order for the CCC to act, each of the parties must be represented by at least two of its four representatives, which may include substitutes when authorized. Every attempt will be made to arrive at decisions by consensus, but in no instance will a decision be reached if there are less than five favorable votes among those members present. Either party may invite other representatives to be present at CCC meetings when such representatives might provide information or insights that would contribute to the deliberations of the CCC. Such representatives will not vote, and may be asked to excuse themselves from the deliberations of the CCC if so requested by either of the parties. The CCC itself will develop all other operational procedures, which will be adopted by consensus and reduced to writing.

4. Meetings - The agenda for the meeting will be jointly agreed upon and developed by the Human Resources administrator and the OEA President prior to the meeting. The Human Resources administrator will prepare the agenda.

ARTICLE 18
COMPENSATION

A. New Hire Salary Schedule – Effective 01-01-15, OEA new hires will be placed on the salary schedule designated for new hires after 01-01-15. This schedule will not provide for a salary stipend for Education Specialists or Doctorate degrees.

- Mid-Year Hire: Employees under this agreement who were hired after the start of the school year but prior to February 1 shall receive any negotiated step advancements on the salary schedule. Employees hired on or after February 1 shall not advance on the salary schedule for the upcoming school year (if a step is negotiated).

For each year of this agreement, step advancements (as outlined below) will be implemented for qualifying teachers.

- Step Advancement: Step advancements and corresponding increases will be implemented from Step 1 to Step 20 (teachers hired after February 1 of the previous year will not advance a step). For 2025-26, 2026-27, 2027-28, and 2028-29, employees will advance one step on the corresponding salary schedules as outlined in Appendix B. For each year of this agreement, 2025-26, 2026-27, 2027-28, and 2028-29, the lowest step on salary schedule 2 will be eliminated, resulting in a 16-step schedule effective with the 2028-2029 school year.
- Teachers who are on Step 20 for a second consecutive year or more will receive an additional 2% payment added to their annual salary (calculated from their lane placement) based on the salary schedule for each year for the life of this agreement.

B. Prior Experience Credit - In some cases, teachers may be granted experience credit on the salary schedule as determined by Administration.

C. Extra Duty Assignments - Teachers involved in voluntary extra duty assignments as set forth in Appendix C of this Agreement, shall be compensated in accordance with the provisions of this Agreement without deviation, after requirements of their supplementary contracts have

been fulfilled and said contracts have been approved by the building principal and/or other administrator as prescribed.

D. Mileage Allowance - Teachers required in the course of their workday to drive personal automobiles from their scheduled assigned location to another location are eligible to submit for mileage reimbursement equal to the rate established by the Internal Revenue Service for tax purposes. The same allowance shall be given for the use of personal automobiles for field trips or other district business approved by the Board. No employee will be reimbursed for in-district travel to attend professional development.

E. Extended Work Year Payment - The pay for counselors, coop coordinators and other employees required to work prior to or beyond the regular work year will be based on the employee's per diem rate, as determined by dividing the employees' annual salary by their currently prescribed work year. If, as a result of State clock hour or school day mandates, the work year is extended beyond 189 teacher days, both parties agree to negotiate.

F. Salary Lane Placement - Teachers shall be placed on a salary lane in the salary schedule in accordance with the following guidelines.

1. BA/BS Salary Lane - Teachers who hold a Baccalaureate Degree shall be placed on the BA/BS salary lane.
2. BA/BS + 18 Salary Lane - Teachers who have completed eighteen (18) semester hours of university approved graduate study in their areas of certificated endorsement or in their areas of teaching responsibility or in the field of education beyond the Baccalaureate Degree shall be placed on the BA/BS + 18 salary lane. Undergraduate hours which are part of an advanced degree plan or program beyond the BA/BS may be included within the eighteen (18) hours upon approval of the Superintendent or designee.
3. MA/MS Salary Lane - Teachers who possess a Master's degree in their area of certificated endorsement or their area of teaching responsibility or in the field of education shall be placed on the MA/MS salary lane.

4. MA/MS + 30 Salary Lane - Teachers who have completed at least thirty (30) semester hours of university approved graduate study in their area of certificated endorsement or their area of teaching responsibility or in the field of education beyond a Master's Degree shall be placed on the MA/MS + 30 salary lane. Undergraduate hours which are part of an advanced degree plan or program beyond the MA/MS may be included within the thirty (30) hours upon approval of the Superintendent or designee. Graduate classes completed prior to attaining a master's degree, which are not applied to the Master's program (outside of the requirements), may be considered for the MA + 30 level with prior approval of the Human Resources Administrator in certain circumstances. Application and approval must take place prior to completion of the course and the decision of the Human Resource Administrator to grant this application is final.

It is understood that ancillary staff (psychologists, social workers, counselors, and speech pathologists) are required to maintain additional preparation and licensure in addition to completion of university programs with greater credit hour requirements for graduation. Based on these additional requirements, ancillary staff who complete an MA/MS program with a minimum of 45 credit hours shall be placed on the MA/MS +30 salary lane.

G. Verification and Timing of Placement - Teachers shall submit official verification from a university of a degree, or of hours earned subsequent to a degree to the Superintendent or designee prior to any salary lane placement change. For purposes of this provision, the term "university" shall be defined as any institution which is empowered by law to grant Baccalaureate or Advanced Degrees.

1. Teachers who submit the above official verification on or before September 30 shall be placed on the appropriate salary lane retroactive to the beginning of the school year in which the official verification is submitted.
2. Teachers who submit the above official verification after September 30 but prior

to January 31 shall be placed on the appropriate salary lane, effective February 1.

3. Teachers who submit the above official verification after January 31 but before the end of the school year shall be placed on the appropriate salary lane commencing with the beginning of the succeeding school year.

H. Method of Pay – Teachers will be paid according to the options below. A change may be made at the beginning of any school year, by written notification to the Board payroll office at least four (4) weeks prior to the issuance of the first paycheck for that year.

1. Teachers will receive their yearly salary in twenty-six (26) installments spread throughout a twelve-month period (August through August).

2. Alternatively, the teacher may elect to receive yearly salary in twenty (20) installments, essentially corresponding to the school year (August to June).

ARTICLE 19

MEDICALLY FRAGILE STUDENTS

It is mutually agreed by the parties that the primary function of the teacher is to provide instruction and general care to all students in the school environment. When health care needs or custodial needs routinely require adult assistance, the IEP or 504 plan will designate an appropriate adult other than the teacher to routinely fulfill these needs. Bargaining unit members especially employed to assist multiply impaired/medically fragile students (e.g., SXI teachers) will provide required school health services under the supervision of a licensed health professional.

ARTICLE 20

STUDENT DISCIPLINE AND TEACHER PROTECTION

A. Student Discipline - Since effective student discipline is fundamental to effective teaching and learning, the Board recognizes that:

1. There is a need for sufficient backing and support of teachers to assist in maintaining classroom discipline. The Board will therefore give all reasonable support and

assistance to teachers with respect to the maintenance of control and discipline in the classroom.

2. There is a need to have reasonable rules established for student conduct. The district will therefore publish and distribute to all students and staff a copy of all rules for student conduct in a timely manner as such rules are established or modified. In addition to, and consistent with the rules set forth above, each teacher may establish additional rules for students during the time said students are in the teacher's charge.

3. Disciplinary problems are less likely to occur in classes where the teacher uses a variety of disciplinary techniques, practices preventative disciplinary measures and maintains a high standard of student discipline. A teacher may, on a temporary basis, exclude a student from class when the grossness of an offense, the persistence of the misbehavior or the disruptive effect of a violation makes the continued presence of the student in the classroom intolerable. When a teacher so excludes a student, the teacher will, whenever possible, furnish the principal with full written particulars of the basis for the exclusion by the end of the school day. If the time of the exclusion and/or the teaching obligations of the teacher would make it unreasonable to do so, the teacher will make a brief verbal report to the principal as soon as possible and will provide the full written particulars by the next day.

4. A teacher shall not inflict or cause to be inflicted corporal punishment upon any pupil under any circumstances. However, a teacher may use reasonable force upon a pupil as necessary to maintain order and control in a school or school-related setting for the purpose of providing an environment conducive to safety and learning in accordance with the Michigan Revised School Code 380.1312. In maintaining that order and control, the teacher may use physical force upon a pupil as may be necessary for one (1) or more of the following reasons:

- a. To restrain or remove a pupil whose behavior is interfering with the orderly exercise and performance of the school district or functions within school or at a school-related activity if that pupil has refused to comply with a request to refrain from further disruptive acts.
- b. For self-defense or the defense of another.
- c. To quell a disturbance that threatens physical injury to any person.
- d. To obtain possession of a weapon or other dangerous object upon or within the control of the pupil.
- e. To protect property.

5. While teachers may use reasonable physical force for the purposes set forth in Section 4 above, they are not obligated to do so at risk to their own safety.

B. Teacher Protection - The Board recognizes that, on occasion, situations will occur which require special assistance for teachers.

1. Any case of physical assault upon a teacher during the school day or an assigned school activity shall be promptly reported to the Board or its designated representative. The Superintendent, after consultation with the Board's attorney, will advise the teacher of the rights and obligations the teacher has with respect to such assault and shall render all reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

2. The administration will stand firmly behind a teacher who has demonstrated good judgment and control, consistent with this Article and the applicable rules and regulations of the school district. Nothing in this Article shall be interpreted as requiring a teacher to work more than the hours regularly required of that teacher.

3. The Board will reimburse teachers for any loss, damage, or destruction of clothing or personal property which is not insured or otherwise reimbursed, and which is incurred

while the teacher is engaged in enforcing the disciplinary rules and regulations of the school district. Such reimbursement shall be limited to \$50 per incident.

4. In the event of an injury inflicted by a student that results in the loss of work time, the OEA Master Sick bank will cover the days until medically cleared to return to work or such time that worker's comp starts (or reimburses those days).

C. Alternatives to Corporal Punishment - Representatives of the Board and the Association will work cooperatively to establish and maintain effective disciplinary alternatives for students.

D. Employee Wellness – The OEA and district recognize the importance of employee well-being. To that end, the parties agree to collaborate on an ongoing basis to understand employee needs and ensure the district prioritizes employee wellness and mental health.

ARTICLE 21

SENIORITY, LAYOFF, AND RECALL

A. Seniority - Seniority shall be defined as the length of continuous teaching service within the Oxford Community Schools commencing with the certified teacher's first working day subject to the applicable terms and conditions of this provision.

1. Seniority for all teachers hired who have the same seniority date will be determined by the following:

a. When more than one teacher begins work on the same date, seniority will be determined by the last four digits of the person's social security number. The lower the number, the higher the individual's seniority (i.e., an individual with the numbers of 0000 would be listed in seniority before an individual whose digits were 9999). A teacher who loses time in seniority will be placed behind teacher(s) who have the same seniority date (i.e., unpaid leave). The seniority order assigned will be used for the purposes of transfer/assignment, layoff and recall to the extent

permitted by law. The date listed for seniority will be the first day of employment with the district.

2. Non-Bargaining Unit Service - When a member of the bargaining unit leaves the unit for another position within the school district and later returns to the bargaining unit, he or she shall retain previously acquired seniority.

3. Loss of Seniority - A teacher who resigns or is terminated shall lose all previously accrued seniority.

4. Non-Accrual of Seniority - Seniority shall not accrue under the circumstances described below.

a. An approved leave of absence shall qualify as continuous service, but seniority shall not accrue during the leave except as otherwise provided in this Agreement.

b. Seniority shall not accrue for certified personnel while laid off.

c. Seniority shall be adjusted for extended absences which occur during the school year, after allowances for the Family and Medical Leave Act (FMLA) have been made.

5. Part-Time Teachers - Teachers who teach less than the full regular school day shall accrue seniority according to the portion of the day worked. (i.e., 100% employee, 10 months or full year of seniority; 60% employee, six months of seniority). If a teacher is hired mid-year, they will be allotted one month of seniority for each month worked (i.e., 10 months of work, full year; hired on February 1, five months of seniority).

6. Seniority List - On or before November 1 of each school year, except in emergencies, the Superintendent or designee shall provide an electronic copy of a seniority list to the Association President. The seniority list shall be periodically updated

as necessary. Upon the request of either party, the Superintendent or designee and the Association President or designee shall meet to discuss the seniority list.

B. Layoff - It is understood by the parties that the Board has the exclusive right to determine the size of the teaching staff based on curricular, fiscal, and other operating conditions. The Superintendent, acting within the approved budget, has the responsibility to determine if a reduction in teaching staff is necessary due to program, curricular, or other operational considerations and make recommendations to the Board accordingly. To promote an orderly reduction in staff, the following criteria will be used:

- Teacher effectiveness criteria
- Certifications and credentials
- Qualifications, including but not limited to:
 - a. discipline record,
 - b. seniority,
 - c. attendance and punctuality,
 - d. rapport with colleagues, parents, and students, and
 - e. other relevant factors as indicated in Section 1248 of the Revised School Code

1. Order of Reduction - In the event of a layoff, the order of reduction shall be as follows.

- a. The Superintendent will first identify the academic level(s) or department(s) affected by the reduction.
- b. Teachers within the affected academic level(s) or department(s) who are certified and qualified for the positions (currently open or filled); remaining positions will be retained consistent with the factors set forth in Section 1248 of the Revised School Code.
- c. If there exists a concurrently vacant teaching position for which the teacher in the position to be reduced is both certified and qualified, and

the teacher has received an overall rating of at least effective on that teacher's most recent year-end performance evaluation, that teacher may be assigned to the vacant position unless the Superintendent or designee determines that the District's educational interests would not be furthered by that assignment. If more than one (1) teacher whose position has been identified for reduction is certified and qualified for a concurrently vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with Section 1249 of the Revised School Code.

- d. If the reduction or recall decision involves more than 1 teacher and all other factors distinguishing those teachers from each other are equal, seniority (as established by the most recent OEA seniority list) will determine preference for reduction or recall.

At least 45 calendar days' notice of reduction in force will be provided, absent extenuating circumstances.

4. Miscellaneous Guidelines - The following guidelines shall be observed whenever it becomes necessary to implement layoff procedures.

- a. At least five (5) weekdays (exclusive of weekends and holidays) prior to the Board meeting at which layoffs are to be considered, the Superintendent or designee shall notify representatives of the Association for the purpose of discussing and reviewing the proposed layoffs.
- b. Teachers being laid off shall be notified of the layoff in writing at least forty-five (45) calendar days prior to the effective date of the layoff.
- c. While laid off, certified personnel will be offered COBRA and may continue, at their own expense, group health insurance coverage.

B. Recall - Recall shall be defined as the return of laid-off teachers to available bargaining unit teaching positions within the school district, subject to applicable terms and conditions of

this Agreement.

1. A teacher is eligible for recall under this Article for twelve (12) months from the date the District implemented the reduction in force.
2. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.
3. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign teachers to fill vacancies in accordance with Article X: Teacher Placement.
4. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled teachers and will establish the time within which a teacher must accept recall to preserve the teacher's employment rights.
5. A laid-off teacher who is offered an interview for a vacancy and who fails to appear at that interview forfeits all rights to recall and continued employment.
6. A laid-off teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

ARTICLE 22

EMPLOYEE BENEFITS

A. Health Insurance - Pursuant to the authority as set forth in the Michigan School Code, the Board agrees to provide health insurance benefits as described in this section, and other fringe benefits as enumerated in the sections which follow.

1. Upon appropriate election, in writing, under the provisions of Section 125 of the

IRS Code, PA 152 and the Affordable Care Act, the Board agrees to provide each full-time employee with mutually agreed upon health care insurance protection.

2. Hard Cap – Effective July 1, 2025, the Oxford Hard Cap will be set at the following levels (Single - \$5,937.12, Two-person - \$13,655.40, Full Family - \$17,217.72). Each January for the life of this agreement, the hard cap will be reset based on the language in the paragraph below that establishes the amount the District pays toward employee health care.

For the life of this agreement, when new rates are released, the District and the Association will meet to review the rate renewal. Barring any agreement to change the cost share, the District will cover the first 2% of the annual increase in cost. The remaining percent increase will be shared equally by the District and employees. The cost will be shared only to the extent allowed under the stipulations of PA 152 (hard cap law). Should the average health insurance increase exceed 10% in any given year of this agreement, the parties agree to review plans, explore options to lower the rate(s) and/or review alternate health care plans, and determine cost share percentages. Any changes must be mutually agreed upon by the Association and the District.

1. Alternate to Health Insurance - Upon appropriate election in writing under the provisions of Section 125 of the IRS Code, employees not requiring health care insurance may receive a taxable monthly cash payment in the amount of \$281 (annual \$3,372). Such payment may be applied toward other insurance options and other carriers approved by the Board, or toward tax sheltered annuity or custodial account programs from companies approved by the Board.

B. Dental Insurance - The board will provide dental insurance coverage based on a mutually agreed upon insurance plan. Starting on January 1, 2026, the allowable amount per covered member will increase from \$1,000 to \$1,500.

C. Vision Insurance - The board will provide vision insurance coverage based on a mutually agreed upon insurance plan.

D. Flexible Spending Accounts - The Board will make available to eligible employees the opportunity to establish flexible spending accounts under the provisions of Section 125 and Section 129 of the IRS Code. It is understood that the Board will not contribute funds to said accounts on behalf of employees electing to participate.

E. Life Insurance - The board will provide life insurance coverage based on a mutually agreed upon insurance plan.

F. Long-Term Disability Insurance - The board will provide long-term disability insurance coverage based on a mutually agreed upon insurance plan.

G. Coverage for Part-Time Teachers - If employees teaching less than full time, defined as .80 FTE or 30 hours per week, desire medical insurance coverage, it shall be said employee's responsibility to pay 50% of the total cost of the premium. Employees working less than .50 FTE or 20 hours per week are ineligible for any insurance coverage. Part-time employees working at least .50 FTE or 20 hours per week are eligible for district paid dental and vision coverage. Employee contributions toward medical insurance will be made through payroll deduction in a consistent manner as prescribed by the District.

H. Retirement Pay-Out - Upon retirement in accordance with the requirements of the Michigan Public School Employees Retirement System, teachers who have had ten (10) years of continuous service with the Oxford Community Schools up to the time of retirement shall receive a retirement pay-out from the district based on their accumulated sick leave days (not to exceed 90 days) as outlined in the provisions below. This pay-out shall be calculated per Schedule C of Appendix C of the OEA Agreement.

1. Mid-Year Retirement Notice Requirement. Teachers retiring from the district prior to the end of the school year shall receive a retirement pay-out from the district based on their accumulated sick leave days (not to exceed 45 days). A teacher retiring must

- give a minimum of ninety (90) days' notice in order to be eligible for a retirement pay-out, except in extenuating circumstances including, but not limited to, death of a family member, spousal job transfer/relocation, and other health or family crisis. Teachers providing less than the 90-workday notice shall receive a prorated retirement pay-out (i.e., a teacher giving 89-days' notice shall be eligible for 44/45ths of the retirement pay-out.) A teacher that provides less than 45 days' notice will not be eligible for a retirement pay-out. A written notice should be sent to the Assistant Superintendent of Human Resources.
2. End-of-Year Retirement Notice Requirement. Teachers retiring prior to the start of the next school year must give notice by March 30th (90 days prior to the end of the preceding school year). A teacher retiring must give a minimum of ninety (90) days' notice in order to be eligible for a retirement pay-out, except in extenuating circumstances including, but not limited to, death of a family member, spousal job transfer/relocation, and other health or family crisis. Teachers providing less than the 90-workday notice shall receive a prorated retirement pay-out (i.e., a teacher giving 89-days' notice shall be eligible for 89/90ths of the retirement pay-out with a maximum reduction of 45/90ths.) A written notice should be sent to the Assistant Superintendent of Human Resources.
 3. End-of-Year Notice Bonus. Teachers retiring prior to the start of the next school year who provide notice prior to March 1st shall receive a bonus payment of one thousand dollars (\$1,000) in addition to the retirement pay-out outlined above.
 4. Teachers who meet the notice requirements above will receive their retirement pay-out on the last pay in June. Teachers who do not meet the notice requirements will receive any retirement pay-out and remaining contract amount as soon as reasonably practicable.

I. Extended Coverage - At the option of the teacher, group health care insurance coverage at group rates may be extended up to thirty-six (36) months beyond the date the Board ceases to be liable for the premium payments, subject to the approval of the insurance carrier, and consistent with the provisions of the federal COBRA regulations. To be eligible for this extended coverage, the teacher shall make payments to the Board and/or insurance carrier in an amount and manner consistent with the provisions of the COBRA law. Failure to receive timely payment may result in the teacher being dropped from continuing group coverage unless prior arrangements have been made with the appropriate Board personnel or with the insurance carrier. A similar availability of health insurance coverage at group rates shall be available to qualifying dependents of employees as provided for in COBRA guidelines.

J. Summer Coverage - Teachers not planning to return to the district in the fall, but who have fulfilled their contract with the Board to the end of the scheduled school year, shall have continuous Board paid coverage through August 31. Teachers who are employed after the beginning of a school year under regular contract and who fulfill said contract with the Board to the end of the scheduled school year, shall also have Board paid coverage through August 31.

ARTICLE 23

MISCELLANEOUS PROVISIONS

A. This Agreement constitutes the sole and entire existing Agreement between the Board and the Association and expresses all obligations and restrictions imposed upon same. This Agreement is subject to amendment, alterations, or additions, only by a subsequent written agreement between and executed by the Board and the Association. The waiver of any breach, term, or condition of the Agreement by mutual written consent between the Board and the Association shall not constitute a precedent in the future enforcement of all its terms and conditions.

B. The parties agree that this contract may be reopened at the written request of either party for collective bargaining on economic matters only. The parties shall negotiate in good faith

over the following economic terms: wages and other financial provisions. The parties further agree that the current terms and conditions of this contract shall remain in full force and effect during the negotiation period. Any changes to the economic terms of this agreement will be subject to a vote of the members and the Board.

C. The parties agree that the maintenance of standard for Oxford Virtual Academy teachers, first adopted in a Letter of Understanding on October 14, 2022, shall remain in full effect except for topics that have been explicitly included in this agreement.

D. Nothing contained herein shall be construed to deny or restrict any Board or teacher rights established under the Michigan General School Laws or any other laws or regulations. In the event that any provision of this Agreement shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal within the time provided for appeals has been taken, such provisions shall be void and inoperative, but all other provisions of this Agreement shall remain and continue in effect. This Agreement is subject to the provisions of the Public Employment Relations Act, MCL 423.201 et seq., including Section 15(7) thereof, MCL 423.215(7), and therefore may be rejected, modified, or terminated by an emergency manager appointed under the Local Government and School District Fiscal Accountability Act, 2011 PA 4, MCL 141.1501 to 141.1531.

E. Electronic copies of this Agreement shall be available on-line within a reasonable period after ratification of this Agreement by the Board of Education.

F. The Board and Association recognize that teachers are qualified to serve as resource personnel in the selection of teaching materials and equipment, and in the educational design of new or remodeled school buildings. The Board agrees to give consideration to the recommendations of teachers concerning same.

G. The Board shall make every effort to provide adequate technology equipment in the various buildings within the District.

H. Members of the bargaining unit will receive first consideration for open extracurricular

assignments. Upon written request, a staff member who has applied for an extracurricular assignment and who has not been appointed to the assignment, should receive written reason(s) for the non-appointment.

I. The Association agrees not to strike during the life of this Agreement.

APPENDIX A – SCHOOL CALENDAR

The school calendars will be developed through the Continuing Contract Committee (based on applicable law). It is agreed that seated teachers will work 184 days and full-time Oxford Virtual Academy teachers will work 185 days. OVA teachers who were scheduled for 188 days during the 2024-2025 school year may work up to an additional three days before the start of the school year and will be paid at their daily rate. Any additional days worked should be discussed with the OVA administration. New teachers to the District will work one additional day (New Teacher Orientation) before the start of the school year. Any additional required orientation days will be paid at the new teacher's per diem rate. In addition, the one full teacher workday for seated teachers scheduled at the beginning of the work year will be conducted at a time determined by the teacher once the building is prepared and accessible for the school year.

APPENDIX B - SALARY SCHEDULES

OXFORD EDUCATION ASSOCIATION SALARY SCHEDULE 2 - 2025-2026 Hired after 1-1-2015				
STEP	BA-0	BA-18	MA-0	MA-30
1				
2	\$47,959	\$50,802	\$53,645	\$56,479
3	\$49,914	\$52,895	\$55,875	\$58,836
4	\$51,869	\$54,987	\$58,105	\$61,193
5	\$53,824	\$57,080	\$60,335	\$63,551
6	\$55,779	\$59,173	\$62,564	\$65,908
7	\$57,734	\$61,266	\$64,794	\$68,265
8	\$59,689	\$63,358	\$67,024	\$70,622
9	\$61,645	\$65,451	\$69,254	\$72,980
10	\$63,600	\$67,544	\$71,483	\$75,337
11	\$65,555	\$69,636	\$73,713	\$77,694
12	\$67,510	\$71,729	\$75,943	\$80,051
13	\$69,465	\$73,822	\$78,173	\$82,409
14	\$71,420	\$75,914	\$80,402	\$84,766
15	\$73,376	\$78,007	\$82,632	\$87,123
16	\$75,331	\$80,100	\$84,862	\$89,480
17	\$77,286	\$82,192	\$87,092	\$91,838
18	\$79,241	\$84,285	\$89,321	\$94,195
19	\$81,196	\$86,378	\$91,551	\$96,552
20	\$83,151	\$88,470	\$93,781	\$98,909
The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be extended up to 189 teacher days at no additional compensation.				

OXFORD EDUCATION ASSOCIATION
SALARY SCHEDULE 2 - 2026-2027
Hired after 1-1-2015

STEP	BA-0	BA-18	MA-0	MA-30
1				
2				
3	\$50,912	\$53,953	\$56,993	\$60,013
4	\$52,906	\$56,087	\$59,267	\$62,417
5	\$54,900	\$58,222	\$61,541	\$64,822
6	\$56,895	\$60,356	\$63,816	\$67,226
7	\$58,889	\$62,491	\$66,090	\$69,630
8	\$60,883	\$64,625	\$68,364	\$72,035
9	\$62,878	\$66,760	\$70,639	\$74,439
10	\$64,872	\$68,894	\$72,913	\$76,844
11	\$66,866	\$71,029	\$75,187	\$79,248
12	\$68,860	\$73,164	\$77,462	\$81,652
13	\$70,855	\$75,298	\$79,736	\$84,057
14	\$72,849	\$77,433	\$82,010	\$86,461
15	\$74,843	\$79,567	\$84,285	\$88,866
16	\$76,837	\$81,702	\$86,559	\$91,270
17	\$78,832	\$83,836	\$88,833	\$93,674
18	\$80,826	\$85,971	\$91,108	\$96,079
19	\$82,820	\$88,105	\$93,382	\$98,483
20	\$84,814	\$90,240	\$95,656	\$100,888

The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be up to 189 teacher days at no additional compensation.

OXFORD EDUCATION ASSOCIATION
SALARY SCHEDULE 2 - 2027-2028
Hired after 1-1-2015

STEP	BA-0	BA-18	MA-0	MA-30
1				
2				
3				
4	\$53,964	\$57,209	\$60,452	\$63,666
5	\$55,998	\$59,386	\$62,772	\$66,118
6	\$58,033	\$61,563	\$65,092	\$68,571
7	\$60,067	\$63,741	\$67,412	\$71,023
8	\$62,101	\$65,918	\$69,732	\$73,476
9	\$64,135	\$68,095	\$72,051	\$75,928
10	\$66,169	\$70,272	\$74,371	\$78,380
11	\$68,203	\$72,450	\$76,691	\$80,833
12	\$70,238	\$74,627	\$79,011	\$83,285
13	\$72,272	\$76,804	\$81,331	\$85,738
14	\$74,306	\$78,981	\$83,651	\$88,190
15	\$76,340	\$81,158	\$85,970	\$90,643
16	\$78,374	\$83,336	\$88,290	\$93,095
17	\$80,408	\$85,513	\$90,610	\$95,548
18	\$82,442	\$87,690	\$92,930	\$98,000
19	\$84,477	\$89,867	\$95,250	\$100,453
20	\$86,511	\$92,045	\$97,570	\$102,905

The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be up to 189 teacher days at no additional compensation.

OXFORD EDUCATION ASSOCIATION
SALARY SCHEDULE 2 - 2028-2029
Hired after 1-1-2015

STEP	BA-0	BA-18	MA-0	MA-30
1				
2				
3				
4				
5	\$57,118	\$60,574	\$64,027	\$67,440
6	\$59,193	\$62,795	\$66,394	\$69,942
7	\$61,268	\$65,015	\$68,760	\$72,443
8	\$63,343	\$67,236	\$71,126	\$74,945
9	\$65,418	\$69,457	\$73,492	\$77,447
10	\$67,493	\$71,678	\$75,859	\$79,948
11	\$69,567	\$73,899	\$78,225	\$82,450
12	\$71,642	\$76,119	\$80,591	\$84,951
13	\$73,717	\$78,340	\$82,957	\$87,453
14	\$75,792	\$80,561	\$85,324	\$89,954
15	\$77,867	\$82,782	\$87,690	\$92,456
16	\$79,942	\$85,002	\$90,056	\$94,957
17	\$82,016	\$87,223	\$92,422	\$97,459
18	\$84,091	\$89,444	\$94,789	\$99,960
19	\$86,166	\$91,665	\$97,155	\$102,462
20	\$88,241	\$93,886	\$99,521	\$104,963

The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be up to 189 teacher days at no additional compensation.

OEA SCHEDULE 3 - 2025-2026							
STEP	BA	BA+18	MA	MA+15	MA+30	EDSP	PHD
0	\$41,080	\$43,952	\$46,814	\$48,807	\$50,802	\$52,072	\$53,343
1	\$43,686	\$46,691	\$49,702	\$51,693	\$53,683	\$55,024	\$56,367
2	\$46,293	\$49,447	\$52,590	\$54,584	\$56,572	\$57,986	\$59,401
3	\$48,905	\$52,195	\$55,478	\$57,475	\$59,466	\$60,953	\$62,440
4	\$51,511	\$54,945	\$58,368	\$60,362	\$62,353	\$63,912	\$65,471
5	\$54,120	\$57,691	\$61,254	\$63,247	\$65,242	\$66,874	\$68,504
6	\$56,736	\$60,446	\$64,140	\$66,137	\$68,129	\$69,832	\$71,536
7	\$59,341	\$63,190	\$67,032	\$69,024	\$71,012	\$72,788	\$74,563
8	\$62,099	\$66,089	\$70,084	\$72,080	\$74,074	\$75,926	\$77,777
9	\$65,155	\$69,323	\$73,484	\$75,491	\$77,501	\$79,438	\$81,376
10	\$70,858	\$75,388	\$79,915	\$82,101	\$84,286	\$86,392	\$88,500
11	\$72,088	\$76,697	\$81,302	\$83,526	\$85,748	\$87,891	\$90,036
12	\$73,317	\$78,005	\$82,688	\$84,950	\$87,211	\$89,390	\$91,571
13	\$74,546	\$79,313	\$84,075	\$86,375	\$88,673	\$90,889	\$93,107
14	\$75,776	\$80,621	\$85,461	\$87,799	\$90,135	\$92,388	\$94,643
15	\$77,005	\$81,929	\$86,848	\$89,224	\$91,598	\$93,887	\$96,178
16	\$78,234	\$83,237	\$88,235	\$90,649	\$93,060	\$95,386	\$97,714
17	\$79,464	\$84,546	\$89,621	\$92,073	\$94,523	\$96,885	\$99,249
18	\$80,693	\$85,854	\$91,008	\$93,498	\$95,985	\$98,384	\$100,785
19	\$81,922	\$87,162	\$92,394	\$94,922	\$97,447	\$99,883	\$102,320
20	\$83,152	\$88,470	\$93,781	\$96,347	\$98,910	\$101,382	\$103,856
The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be reinstated up to 189 teacher days at no additional compensation.							

OEA SCHEDULE 3 - 2026-2027							
STEP	BA	BA+18	MA	MA+15	MA+30	EDSP	PHD
0	\$41,901	\$44,831	\$47,750	\$49,783	\$51,818	\$53,114	\$54,409
1	\$44,560	\$47,625	\$50,697	\$52,727	\$54,756	\$56,125	\$57,494
2	\$47,219	\$50,436	\$53,642	\$55,676	\$57,704	\$59,146	\$60,589
3	\$49,883	\$53,239	\$56,588	\$58,624	\$60,656	\$62,172	\$63,688
4	\$52,542	\$56,044	\$59,535	\$61,569	\$63,600	\$65,190	\$66,780
5	\$55,202	\$58,845	\$62,479	\$64,512	\$66,547	\$68,211	\$69,874
6	\$57,871	\$61,654	\$65,423	\$67,459	\$69,492	\$71,229	\$72,967
7	\$60,528	\$64,454	\$68,373	\$70,404	\$72,433	\$74,244	\$76,054
8	\$63,341	\$67,410	\$71,486	\$73,521	\$75,555	\$77,445	\$79,333
9	\$66,458	\$70,709	\$74,953	\$77,001	\$79,051	\$81,027	\$83,004
10	\$72,276	\$76,896	\$81,514	\$83,743	\$85,972	\$88,120	\$90,270
11	\$73,530	\$78,231	\$82,928	\$85,196	\$87,463	\$89,649	\$91,837
12	\$74,783	\$79,565	\$84,342	\$86,649	\$88,955	\$91,178	\$93,403
13	\$76,037	\$80,899	\$85,756	\$88,102	\$90,446	\$92,707	\$94,969
14	\$77,291	\$82,234	\$87,171	\$89,555	\$91,938	\$94,236	\$96,535
15	\$78,545	\$83,568	\$88,585	\$91,009	\$93,430	\$95,765	\$98,102
16	\$79,799	\$84,902	\$89,999	\$92,462	\$94,921	\$97,294	\$99,668
17	\$81,053	\$86,237	\$91,414	\$93,915	\$96,413	\$98,823	\$101,234
18	\$82,307	\$87,571	\$92,828	\$95,368	\$97,905	\$100,352	\$102,800
19	\$83,561	\$88,905	\$94,242	\$96,821	\$99,396	\$101,881	\$104,367
20	\$84,815	\$90,240	\$95,657	\$98,274	\$100,888	\$103,410	\$105,933
The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be reinstated up to 189 teacher days at no additional compensation.							

OEA SCHEDULE 3 - 2027-2028							
STEP	BA	BA+18	MA	MA+15	MA+30	EDSP	PHD
0	\$42,739	\$45,728	\$48,705	\$50,779	\$52,855	\$54,176	\$55,498
1	\$45,451	\$48,578	\$51,710	\$53,782	\$55,852	\$57,247	\$58,644
2	\$48,163	\$51,445	\$54,714	\$56,789	\$58,858	\$60,329	\$61,800
3	\$50,881	\$54,304	\$57,720	\$59,797	\$61,869	\$63,415	\$64,962
4	\$53,592	\$57,165	\$60,726	\$62,800	\$64,872	\$66,494	\$68,116
5	\$56,306	\$60,022	\$63,729	\$65,802	\$67,878	\$69,575	\$71,272
6	\$59,028	\$62,888	\$66,732	\$68,808	\$70,882	\$72,654	\$74,427
7	\$61,739	\$65,743	\$69,740	\$71,812	\$73,881	\$75,728	\$77,576
8	\$64,608	\$68,759	\$72,916	\$74,992	\$77,066	\$78,993	\$80,920
9	\$67,787	\$72,123	\$76,452	\$78,541	\$80,632	\$82,647	\$84,664
10	\$73,721	\$78,434	\$83,144	\$85,418	\$87,691	\$89,883	\$92,076
11	\$75,000	\$79,795	\$84,586	\$86,900	\$89,212	\$91,442	\$93,673
12	\$76,279	\$81,156	\$86,029	\$88,382	\$90,734	\$93,002	\$95,271
13	\$77,558	\$82,517	\$87,472	\$89,864	\$92,255	\$94,561	\$96,868
14	\$78,837	\$83,878	\$88,914	\$91,347	\$93,777	\$96,121	\$98,466
15	\$80,116	\$85,239	\$90,357	\$92,829	\$95,298	\$97,680	\$100,064
16	\$81,395	\$86,600	\$91,799	\$94,311	\$96,820	\$99,240	\$101,661
17	\$82,674	\$87,961	\$93,242	\$95,793	\$98,341	\$100,800	\$103,259
18	\$83,953	\$89,322	\$94,684	\$97,275	\$99,863	\$102,359	\$104,856
19	\$85,232	\$90,683	\$96,127	\$98,757	\$101,384	\$103,919	\$106,454
20	\$86,511	\$92,044	\$97,570	\$100,239	\$102,906	\$105,478	\$108,052
The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be reinstated up to 189 teacher days at no additional compensation.							

OEA SCHEDULE 3 - 2028-2029							
STEP	BA	BA+18	MA	MA+15	MA+30	EDSP	PHD
0	\$43,594	\$46,643	\$49,679	\$51,794	\$53,912	\$55,260	\$56,608
1	\$46,360	\$49,549	\$52,745	\$54,857	\$56,969	\$58,392	\$59,817
2	\$49,127	\$52,474	\$55,809	\$57,925	\$60,035	\$61,536	\$63,036
3	\$51,898	\$55,390	\$58,874	\$60,992	\$63,106	\$64,684	\$66,261
4	\$54,664	\$58,308	\$61,940	\$64,057	\$66,169	\$67,824	\$69,478
5	\$57,432	\$61,222	\$65,003	\$67,118	\$69,235	\$70,967	\$72,697
6	\$60,209	\$64,145	\$68,066	\$70,185	\$72,300	\$74,107	\$75,915
7	\$62,974	\$67,058	\$71,135	\$73,249	\$75,359	\$77,243	\$79,127
8	\$65,900	\$70,134	\$74,374	\$76,491	\$78,608	\$80,573	\$82,538
9	\$69,143	\$73,566	\$77,981	\$80,112	\$82,244	\$84,300	\$86,357
10	\$75,196	\$80,003	\$84,807	\$87,126	\$89,445	\$91,680	\$93,917
11	\$76,500	\$81,391	\$86,278	\$88,638	\$90,997	\$93,271	\$95,547
12	\$77,805	\$82,779	\$87,750	\$90,150	\$92,549	\$94,862	\$97,176
13	\$79,109	\$84,168	\$89,221	\$91,662	\$94,101	\$96,453	\$98,806
14	\$80,414	\$85,556	\$90,692	\$93,173	\$95,652	\$98,043	\$100,435
15	\$81,718	\$86,944	\$92,164	\$94,685	\$97,204	\$99,634	\$102,065
16	\$83,023	\$88,332	\$93,635	\$96,197	\$98,756	\$101,225	\$103,694
17	\$84,327	\$89,721	\$95,107	\$97,709	\$100,308	\$102,816	\$105,324
18	\$85,632	\$91,109	\$96,578	\$99,221	\$101,860	\$104,406	\$106,954
19	\$86,937	\$92,497	\$98,050	\$100,732	\$103,412	\$105,997	\$108,583
20	\$88,241	\$93,885	\$99,521	\$102,244	\$104,964	\$107,588	\$110,213
The teacher calendar is based on 185 paid teacher days. If the State requires changes in hours/days, teacher work days may be reinstated up to 189 teacher days at no additional compensation.							

OVA - 233 DAYS SALARY SCHEDULE - 2025-2026				
STEP	BA-0	BA-18	MA-0	MA-30
1	\$ 58,772	\$ 61,478	\$ 64,184	\$ 66,890
2	\$ 60,727	\$ 63,571	\$ 66,414	\$ 69,247
3	\$ 62,682	\$ 65,663	\$ 68,643	\$ 71,605
4	\$ 64,637	\$ 67,756	\$ 70,873	\$ 73,962
5	\$ 66,592	\$ 69,849	\$ 73,103	\$ 76,319
6	\$ 68,548	\$ 71,941	\$ 75,333	\$ 78,676
7	\$ 70,503	\$ 74,034	\$ 77,563	\$ 81,034
8	\$ 72,458	\$ 76,127	\$ 79,792	\$ 83,391
9	\$ 74,413	\$ 78,219	\$ 82,022	\$ 85,748
10	\$ 76,368	\$ 80,312	\$ 84,252	\$ 88,105
11	\$ 78,323	\$ 82,405	\$ 86,482	\$ 90,463
12	\$ 80,279	\$ 84,497	\$ 88,711	\$ 92,820
13	\$ 82,234	\$ 86,590	\$ 90,941	\$ 95,177
14	\$ 84,189	\$ 88,683	\$ 93,171	\$ 97,534
15	\$ 86,144	\$ 90,775	\$ 95,401	\$ 99,892
16	\$ 88,099	\$ 92,868	\$ 97,630	\$ 102,249
17	\$ 90,054	\$ 94,961	\$ 99,860	\$ 104,606
18	\$ 92,009	\$ 97,054	\$ 102,090	\$ 106,963
19	\$ 93,965	\$ 99,146	\$ 104,320	\$ 109,321
20	\$ 95,920	\$ 101,239	\$ 106,549	\$ 111,678
The year-round teacher calendar is based on 233 paid teacher days.				

OVA - 233 DAYS SALARY SCHEDULE - 2026-2027				
STEP	BA-0	BA-18	MA-0	MA-30
1	\$ 59,947	\$ 62,707	\$ 65,468	\$ 68,228
2	\$ 61,942	\$ 64,842	\$ 67,742	\$ 70,632
3	\$ 63,936	\$ 66,977	\$ 70,016	\$ 73,037
4	\$ 65,930	\$ 69,111	\$ 72,291	\$ 75,441
5	\$ 67,924	\$ 71,246	\$ 74,565	\$ 77,845
6	\$ 69,919	\$ 73,380	\$ 76,839	\$ 80,250
7	\$ 71,913	\$ 75,515	\$ 79,114	\$ 82,654
8	\$ 73,907	\$ 77,649	\$ 81,388	\$ 85,059
9	\$ 75,901	\$ 79,784	\$ 83,662	\$ 87,463
10	\$ 77,896	\$ 81,918	\$ 85,937	\$ 89,867
11	\$ 79,890	\$ 84,053	\$ 88,211	\$ 92,272
12	\$ 81,884	\$ 86,187	\$ 90,485	\$ 94,676
13	\$ 83,878	\$ 88,322	\$ 92,760	\$ 97,081
14	\$ 85,873	\$ 90,456	\$ 95,034	\$ 99,485
15	\$ 87,867	\$ 92,591	\$ 97,309	\$ 101,889
16	\$ 89,861	\$ 94,726	\$ 99,583	\$ 104,294
17	\$ 91,855	\$ 96,860	\$ 101,857	\$ 106,698
18	\$ 93,850	\$ 98,995	\$ 104,132	\$ 109,103
19	\$ 95,844	\$ 101,129	\$ 106,406	\$ 111,507
20	\$ 97,838	\$ 103,264	\$ 108,680	\$ 113,911
The year-round teacher calendar is based on 233 paid teacher days.				

OVA - 233 DAYS
SALARY SCHEDULE - 2027-2028

STEP	BA-0	BA-18	MA-0	MA-30
1	\$ 61,146	\$ 63,962	\$ 66,777	\$ 69,592
2	\$ 63,180	\$ 66,139	\$ 69,097	\$ 72,045
3	\$ 65,214	\$ 68,316	\$ 71,417	\$ 74,497
4	\$ 67,249	\$ 70,493	\$ 73,737	\$ 76,950
5	\$ 69,283	\$ 72,671	\$ 76,056	\$ 79,402
6	\$ 71,317	\$ 74,848	\$ 78,376	\$ 81,855
7	\$ 73,351	\$ 77,025	\$ 80,696	\$ 84,307
8	\$ 75,385	\$ 79,202	\$ 83,016	\$ 86,760
9	\$ 77,419	\$ 81,379	\$ 85,336	\$ 89,212
10	\$ 79,454	\$ 83,557	\$ 87,656	\$ 91,665
11	\$ 81,488	\$ 85,734	\$ 89,975	\$ 94,117
12	\$ 83,522	\$ 87,911	\$ 92,295	\$ 96,570
13	\$ 85,556	\$ 90,088	\$ 94,615	\$ 99,022
14	\$ 87,590	\$ 92,266	\$ 96,935	\$ 101,475
15	\$ 89,624	\$ 94,443	\$ 99,255	\$ 103,927
16	\$ 91,658	\$ 96,620	\$ 101,575	\$ 106,380
17	\$ 93,693	\$ 98,797	\$ 103,894	\$ 108,832
18	\$ 95,727	\$ 100,974	\$ 106,214	\$ 111,285
19	\$ 97,761	\$ 103,152	\$ 108,534	\$ 113,737
20	\$ 99,795	\$ 105,329	\$ 110,854	\$ 116,190

The year-round teacher calendar is based on 233 paid teacher days.

OVA - 233 DAYS SALARY SCHEDULE - 2028-2029				
STEP	BA-0	BA-18	MA-0	MA-30
1	\$ 62,369	\$ 65,241	\$ 68,113	\$ 70,984
2	\$ 64,444	\$ 67,462	\$ 70,479	\$ 73,486
3	\$ 66,519	\$ 69,682	\$ 72,845	\$ 75,987
4	\$ 68,594	\$ 71,903	\$ 75,211	\$ 78,489
5	\$ 70,668	\$ 74,124	\$ 77,577	\$ 80,990
6	\$ 72,743	\$ 76,345	\$ 79,944	\$ 83,492
7	\$ 74,818	\$ 78,565	\$ 82,310	\$ 85,993
8	\$ 76,893	\$ 80,786	\$ 84,676	\$ 88,495
9	\$ 78,968	\$ 83,007	\$ 87,042	\$ 90,997
10	\$ 81,043	\$ 85,228	\$ 89,409	\$ 93,498
11	\$ 83,117	\$ 87,449	\$ 91,775	\$ 96,000
12	\$ 85,192	\$ 89,669	\$ 94,141	\$ 98,501
13	\$ 87,267	\$ 91,890	\$ 96,507	\$ 101,003
14	\$ 89,342	\$ 94,111	\$ 98,874	\$ 103,504
15	\$ 91,417	\$ 96,332	\$ 101,240	\$ 106,006
16	\$ 93,492	\$ 98,552	\$ 103,606	\$ 108,507
17	\$ 95,566	\$ 100,773	\$ 105,972	\$ 111,009
18	\$ 97,641	\$ 102,994	\$ 108,338	\$ 113,510
19	\$ 99,716	\$ 105,215	\$ 110,705	\$ 116,012
20	\$ 101,791	\$ 107,436	\$ 113,071	\$ 118,513
The year-round teacher calendar is based on 233 paid teacher days.				

APPENDIX C - SCHEDULE A

SUPPLEMENTAL PAY SCHEDULES

Athletic Salaries - Appendix C - Schedule A –

(1) Salary ranges for each position are outlined below.

(2) Coaches will be hired and given initial contract salaries within the range. Credit may be given for prior experience within the range, as necessary.

(3) Coaches who return to a previously held coaching position will be brought back at the previous salary level (within the range).

(4) It is the intent that after successful completion of coaching requirements each year, the returning coach will receive an increment (increase of a targeted 7%) for the next year until reaching the maximum salary within the range.

(5) It is the goal that all individuals receiving a coaching stipend as covered by this agreement reach the maximum salary within an eight (8) year time frame.

(6) The seven percent (7%) increase will be the intended increase unless it has been determined that the financial condition of the district would require lowering the amount.

(7) The seven percent (7%) increase assumes that certain conditions are met by each individual coach (not including overall team performance), such as completion of duties, all equipment turned in, evaluations completed, etc.

(8) Once a coach has been at the maximum salary (step 8) for a period of four years, a longevity amount of 10% will be applied to the stipend for the following year. The coach will be paid the maximum salary for four consecutive years and the longevity payment will be applied in the fifth year. There is a maximum of two (2) longevity period increases. The first longevity amount of 15% will be granted in the season you reach longevity for year five (5) and the second longevity amount of 15% will be granted in the season you reach longevity for year nine (9).

Once an individual has reached eligibility for a longevity payment as stipulated in this agreement, that payment becomes part of their regular stipend each year they are employed in that position, and any future longevity payments should be compounded and added to the stipend for that individual.

APPENDIX C - SCHEDULE A			
POSITION	SALARY RANGE		NOTES
BASEBALL (BOYS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,800	\$2,950	
Head Junior Varsity	\$2,900	\$4,850	
Head Freshmen	\$2,550	\$4,200	
BASKETBALL (BOYS)			
Head Varsity	\$4,700	\$8,100	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$3,800	\$6,100	
Head Freshmen	\$3,800	\$6,100	
OMS BASKETBALL (BOYS)			
8th Grade Blue	\$2,550	\$4,200	
7th Grade Blue	\$2,550	\$4,200	
8th Grade Gold	\$2,550	\$4,200	
7th Grade Gold	\$2,550	\$4,200	
BASKETBALL (GIRLS)			
Head Varsity	\$4,700	\$8,100	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$3,800	\$6,100	
Head Freshmen	\$3,800	\$6,100	
OMS BASKETBALL (GIRLS)			
8th Grade Blue	\$2,550	\$4,200	
7th Grade Blue	\$2,550	\$4,200	
8th Grade Gold	\$2,550	\$4,200	
7th Grade Gold	\$2,550	\$4,200	
BOWLING (BOYS & GIRLS)			
Head Varsity	\$3,000	\$4,850	
Assistant Coach	\$2,550	\$4,200	
COMPETITIVE CHEER			
Head Varsity	\$3,500	\$5,850	
Head Junior Varsity	\$2,900	\$4,850	
Varsity/JV Assistant Coach	\$2,900	\$4,850	
OMS COMPETITIVE CHEER			
8th Grade	\$1,800	\$2,950	
7th Grade	\$1,800	\$2,950	
6th Grade	\$1,800	\$2,950	
SIDELINE CHEER			
Head Varsity	\$3,500	\$5,850	
Head Junior Varsity	\$2,900	\$4,850	
Varsity/JV Assistant Coach	\$2,900	\$4,850	

APPENDIX C - SCHEDULE A			
POSITION	SALARY RANGE		NOTES
OMS SIDELINE CHEER			
8th Grade	\$1,800	\$2,950	
7th Grade	\$1,800	\$2,950	
CROSS COUNTRY (B&G)			
Head Varsity (Girls)	\$3,900	\$6,400	
Head Varsity (Boys)	\$3,900	\$6,400	
Varsity Assistant	\$2,725	\$4,500	Additional position authorized if athletes exceed 90.
OMS CROSS COUNTRY (B&G)			
MS Head Coach	\$2,150	\$3,600	
MS Assistant Coach	\$2,150	\$3,600	Additional position authorized if athletes exceed 90.
FOOTBALL			
Head Varsity	\$6,700	\$11,000	
Varsity Assistant	\$3,750	\$6,000	Each of 4 positions
Head Junior Varsity	\$3,700	\$5,800	
Junior Varsity Assistant	\$3,700	\$5,800	
Head Freshmen	\$3,700	\$5,800	
OMS FOOTBALL			
8th Grade Head	\$2,550	\$4,200	Each of 2 positions
8th Grade Assistant	\$2,550	\$4,200	Each of 2 positions
7th Grade Head	\$2,550	\$4,200	Each of 2 positions
7th Grade Assistant	\$2,550	\$4,200	Each of 2 positions
GOLF (BOYS)			
Head Varsity	\$2,900	\$4,850	
Junior Varsity	\$1,400	\$2,275	
GOLF (GIRLS)			
Head Varsity	\$2,900	\$4,850	
Junior Varsity	\$1,400	\$2,275	
ICE HOCKEY (BOYS)			
Head Varsity	\$3,600	\$5,900	
LACROSSE (BOYS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$2,900	\$4,850	
LACROSSE (GIRLS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$2,900	\$4,850	

APPENDIX C - SCHEDULE A			
POSITION	SALARY RANGE		NOTES
SKIING (B&G) CO-OP			
Head Varsity (B&G)	N/A	N/A	
SOCCER (BOYS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,300	\$2,100	
Head Junior Varsity	\$2,550	\$4,200	
Junior Varsity (B)	\$1,400	\$2,275	
SOCCER (GIRLS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$2,550	\$4,200	
Junior Varsity (B)	\$1,400	\$2,250	
SOFTBALL (GIRLS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$1,800	\$2,950	
Head Junior Varsity	\$2,900	\$4,850	
Head Freshmen	\$2,550	\$4,200	
SWIM & DIVE (BOYS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$2,350	\$3,850	
Dive Coach	\$2,350	\$3,850	
SWIM & DIVE (GIRLS)			
Head Varsity	\$3,500	\$5,850	
Varsity Assistant	\$2,350	\$3,850	
Dive Coach	\$2,350	\$3,850	
TENNIS (BOYS)			
Head Varsity	\$3,500	\$5,800	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$2,550	\$4,200	
TENNIS (GIRLS)			
Head Varsity	\$3,500	\$5,800	
Varsity Assistant	\$1,300	\$2,150	
Head Junior Varsity	\$2,550	\$4,200	
TRACK & FIELD (B&G)			
Head Varsity (Boys)	\$4,700	\$7,800	
Head Varsity (Girls)	\$4,700	\$7,800	
Varsity Assistant	\$2,900	\$4,850	Each of 4 positions based on specialty areas. (Additional position authorized if athletes exceed 75. One additional position authorized for every additional 25 athletes.)

APPENDIX C - SCHEDULE A			
POSITION	SALARY RANGE		NOTES
OMS TRACK (B&G)			
Head Coach (B&G)	\$2,150	\$3,600	
Assistant Coach (B&G)	\$2,150	\$3,600	Each of 2 positions. (One additional position authorized for every additional 40 athletes.)
VOLLEYBALL (GIRLS)			
Head Varsity	\$3,900	\$6,000	
Varsity Assistant	\$1,300	\$2,100	
Head Junior Varsity	\$2,800	\$4,650	
Head Freshmen	\$2,800	\$4,650	
OMS VOLLEYBALL			
8th Grade Blue	\$2,550	\$4,200	
7th Grade Gold	\$2,550	\$4,200	
7th Grade Blue	\$2,550	\$4,200	
8th Grade Gold	\$2,550	\$4,200	
WRESTLING (BOYS & GIRLS)			
Head Varsity	\$5,300	\$7,800	
Varsity Assistant	\$3,600	\$5,900	Additional position authorized if number of athletes exceeds 30. (One additional position authorized if athletes exceed 60.)
Junior Varsity	\$3,600	\$5,900	
OMS WRESTLING			
Head Coach	\$3,500	\$5,650	
Assistant Coach	\$3,500	\$5,650	Additional position authorized if number of athletes exceed 40.



OXFORD COMMUNITY SCHOOLS

APPENDIX C – SCHEDULE B - SUPPLEMENTAL/CLUB CRITERIA

Oxford Community Schools encourages student participation in extra-curricular activities in a variety of areas, including athletics, student government, academics, community involvement and numerous others. This involvement is intended to further supplement and enrich the student experience, offering opportunities to explore interests, become involved, have quality social experiences, and attain valuable leadership, teamwork, and organizational skills. Oxford believes that these experiences will also enhance student/teacher relations, building trust and a desire to achieve which help increase student achievement and development of the whole child.

In order to continue offering activities which will provide a rich variety of experiences for students, the criteria below will be used for establishing which activities are offered within the resources available. Prior to each school year in which the club will operate, the following information must be completed and approved as part of the overall offerings:

1. Club/Activity name.
2. Description of Club/Activity Purpose – A club constitution or document clearly stating purpose that supplements or enriches the regular school curriculum.
3. Number of students anticipated/enrolled.
4. Number of meetings scheduled – Provide a meeting schedule.
5. Scheduled meeting time/length – Provide a meeting schedule.
6. Is this activity a supplement to a class?
7. Visibility/Impact (number of competitions, concerts, publications).
8. Plan for financial expenses and support – fundraising, etc.
9. Facility needs.
10. Transportation requirements and associated costs (if applicable).
11. Material, equipment, supply needs and related costs.
12. Fees associated with the activity.

If approved and the club/activity is run, at the end of the year, the sponsor will submit a summary of meetings/activities/concerts/competitions held (or publications, etc.), along with student sign in information. This information will be used to confirm payment, as well as determine status for the next school year.

The administrator responsible for the club/activity will review the summary to determine if the criterion was met. This will ensure accountability and maximum value to the students.

Minimum Criteria for All Clubs/Activities will be as follows:

- Minimum commitment of specified hours for any club/activity (based on Category)
- Minimum number for students in regular attendance (based on Category) or will require an administrative waiver for less students.
- Participation in applicable outside competition(s), activities, or culminating exhibition.
- Promotion of club/recruitment of members.
- Fund raising, as applicable.
- Clubs require student sign-in sheets for meetings.
- For high school clubs, sponsor(s) shall attend 8th grade parent meetings for marketing/promotional purposes.
- At the end of the school year, the sponsor will provide a summary of meetings/activities/concerts/competitions held (or publications, etc.), along with student sign in information. This information will be used to determine payment, as well as status for the next school year.



Oxford Community Schools

Club/Activity Information Form

BUILDING:

CLUB/ACTIVITY NAME:

STAFF/INDIVIDUAL MAKING REQUEST:

PURPOSE OF CLUB/ACTIVITY: Please list or attach the club constitution or document which clearly states the purpose that supplements or enriches the regular school curriculum.

NUMBER OF STUDENTS ANTICIPATED:

MEETING/PRACTICE SCHEDULE (Planned Dates & Times): (may attach or list)

ACTIVITIES/COMPETITIONS PLANNED: (may attach or list)

PLAN FOR FINANCIAL EXPENSES, SUPPORT/FEES, NEEDS OF PROGRAM, ETC.:

With the approval of this document, it is the intent that the club/activity will be approved for the upcoming school year. It should be noted that all club/activities are subject to budget/district review and may be adjusted, as necessary. Anticipated stipend will be subject to review based on the number of students, participation, and fulfillment of responsibilities.

Anticipated Stipend Amount (as outlined in Schedule B):

Staff Member(s)/Individual(s) Assigned:

Staff Member Signature

Date

Building Administration Approval

Date

Evaluation of Club/Activity

Stipend Approval Amount:

Date:

Staff Member:

Recommendation for Continuance of Club/Activity: Yes/No

Building Administration Approval

Date

APPENDIX C – SCHEDULE A - CLUB/ACTIVITY CRITERIA

CATEGORY 1
Stipend amount based on minimum criteria: \$900
• Minimum hours of direct student contact outside of the classroom: 15 hours • Total minimum hours of planning, preparation, or other approved time: 10 hours • Minimum number of students (in regular attendance): 10 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 2
Stipend amount based on minimum criteria: \$1,775
• Minimum hours of direct student contact outside of the classroom: 30 hours • Total minimum hours of planning, preparation, or other approved time: 10 hours • Minimum number of students (in regular attendance): 15 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 3
Stipend amount based on minimum criteria: \$2,250
• Minimum hours of direct student contact outside of the classroom: 37.5 hours • Total minimum hours of planning, preparation, or other approved time: 10 hours • Minimum number of students (in regular attendance): 15 - 20 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 4
Stipend amount based on minimum criteria: \$2,675
• Minimum hours of direct student contact outside of the classroom: 45 hours • Total minimum hours of planning, preparation, or other approved time: 10 hours • Minimum number of students (in regular attendance): 15 - 20 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 5
Stipend amount based on minimum criteria: \$3,550
• Minimum hours of direct student contact outside of the classroom: 60 hours • Total minimum hours of planning, preparation, or other approved time: 10 hours • Minimum number of students (in regular attendance): 15 - 20 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 6
Stipend amount based on minimum criteria: \$4,475
• Minimum hours of direct student contact outside of the classroom: 75 hours • Total minimum hours of planning, preparation, or other approved time: 15 hours • Minimum number of students (in regular attendance): 15 - 20 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

CATEGORY 7
Stipend amount based on minimum criteria: \$5,350
• Minimum hours of direct student contact outside of the classroom: 90 hours • Total minimum hours of planning, preparation, or other approved time: 20 hours • Minimum number of students (in regular attendance): 15 - 20 • Participation in applicable outside competitions, activities, or at least one culminating event/exhibition: Yes/No • Promotion of club/recruitment of members: Yes/No • Fundraising, as applicable: Yes/No

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
Lead Dog Handler	District	\$5,350	Category 7
Robotics Coordinator - Elementary	District	\$2,675	Category 4
Robotics Programming Coach (K-8)	District	\$2,675	Category 4
Elementary Clubs	All Elementary Bldgs.	Range of 4 to 7 clubs	
Elem. Vocal Director	Elementary Bldgs.	\$150	Per individual elementary performance
Safety Patrol	Elementary Bldgs.	\$900	Category 1 One per elementary
Book Club	Elementary Bldgs.	\$900	Category 1 One per elementary
Student Council or Leadership Team	Elementary Bldgs.	\$900	Category 1 One per elementary
Girls on the Run/STRIDE Run Club	Elementary Bldgs.	\$1,775	Category 2 One per elementary (One additional position over 30 students)
Green Team	Elementary Bldgs.	\$900	Category 1 One per elementary
PTO Representative	Elementary Bldgs.	\$900	Category 1 One per elementary
Super Singers Director	Elementary - (Clear Lake, OES, Lakeville, Leonard*)	\$2,250	Annual (End of Year) * Leonard paid only if separate rehearsals are held; may be combined with Lakeville for one contract.
Academic Team	High School	\$1,775	Category 2 - Per Semester
American Sign Language	High School	\$1,775	Category 2
After School Credit Recovery	High School	\$3,550	Category 5 – Per semester (one position)
Art Club	High School	\$1,775	Category 2
Auto Club	High School	\$1,775	Category 2

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
Business Professionals of America (BPOA)	High School	\$3,550	Category 5 (up to 4 positions)
Class Sponsor - Freshman	High School	\$450	Annual
Class Sponsor - Sophomore	High School	\$450	Annual
Class Sponsor - Junior	High School	\$450	Annual
Class Sponsor - Senior	High School	\$450	Annual
Dance Team Varsity – Football	High School	\$2,675	Category 4
Dance Team Varsity – Basketball	High School	\$2,675	Category 4
Dance Team Varsity – Football Assistant	High School	\$2,250	Category 3
Dance Team Varsity – Basketball Assistant	High School	\$2,250	Category 3
Dance Team Junior Varsity – Football	High School	\$2,250	Category 3
Dance Team Junior Varsity – Basketball	High School	\$2,250	Category 3
Debate Club	High School	\$3,550	Category 5
DECA	High School	\$5,350	Category 7
Drama Club	High School	\$1,775	Category 2
Educational/Academic Fair	High School	\$35.00/hour	Maximum of \$800 per approved fair (i.e., Art Fair)
Environmental Club	High School	\$1,775	Category 2
Equestrian Club	High School	\$1,775	Category 2
Extended Essay Coordinator	High School	\$4,475	Category 6 – Teachers who review extended essays are paid \$175 per essay.
GSA	High School	\$2,250	Category 3

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
HOSA	High School	\$5,350	Category 7
I'm Third	High School	\$2,675	Category 4
International Club	High School	\$1,775	Category 2
Leadership	High School	\$4,475	Category 6 (2 positions)
Link Crew	High School	\$2,675	Category 4
Math Club/ASAP	High School	\$1,775	Category 2
Musical	High School	\$5,350	Category 7 - Maximum stipend based on minimum of one play. Paid upon completion.
Musical Assistant	High School	\$3,550	Category 5 (2 positions)
National Honor Society	High School	\$4,475	Category 6 (2 positions - one at OHS and one at OVA)
Powerlifting Club	High School	\$4,475	Category 6
OHS Robotics Winter Coordinator	High School	\$5,350	Category 7
OHS Robotics Fall Coordinator	High School	\$3,550	Category 5
Play Director (Non-Musical)	High School	\$2,675	Category 4 - Maximum stipend based on minimum of one play (may conduct more with approval). Paid upon completion.
SEEK	High School	\$2,675	Category 4
Skills USA	High School	\$3,550	Category 5 (2 positions)
Social Justice	High School	\$2,250	Category 3
Spanish Club	High School	\$1,775	Category 2
Unified Sports	High School	\$900	Category 1

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
Tabletop Gaming Club	High School	\$2,250	Category 3
Writer's Club	High School	\$1,775	Category 2
Yearbook	High School	\$3,550	Annual
Wildcard Club - additional administrator approved	High School	\$900-\$1,775	Category 1-2
Wildcard Club - additional administrator approved	High School	\$900-\$1,775	Category 1-2
Wildcard Club - additional administrator approved	High School	\$900-\$1,775	Category 1-2
Art Club	Middle School	\$900	Category 1
Bowling Club	Middle School	\$2,250	Category 3
Computer Club	Middle School	\$900	Category 1
DC Trip Advisor	Middle School	\$900	Category 1
Dance Team Football	Middle School	\$2,675	Category 4
Dance Team Basketball	Middle School	\$2,675	Category 4
Dance Team Football – Assistant	Middle School	\$2,250	Category 3 (Position authorized when there are more than 30 participants)
Dance Team Basketball – Assistant	Middle School	\$2,250	Category 3 (Position authorized when there are more than 30 participants)
Drama Club	Middle School	\$1,775	Category 2
Homework Club	Middle School	\$2,675	Category 4 - Meets twice per week all year
Homework Club	Middle School	\$2,675	Category 4 - Meets twice per week all year
Homework Club	Middle School	\$2,675	Category 4 - Meets twice per week all year
Homework Language Club	Middle School	\$1,350	Category 4 - Meets once per week all year (up to 2 positions, if needed)

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
Play Director	Middle School	\$2,250	Category 3 - Maximum stipend based on minimum of one play (may conduct more). Paid upon completion.
Robotics Coordinator (grades 6-8)	Middle School	\$2,675	Category 4
Running Club	Middle School	\$900	Category 1
Science Olympiad/Other	Middle School	\$900	Category 1
Student Council	Middle School	\$1,775	Category 2
Where Everybody Belongs (WEB)	Middle School	\$4,475	Category 6
Yearbook	Middle School	\$2,250	Category 3

APPENDIX C - SCHEDULE B

Club/Activity	Building/Level	Payment	Notes
Director of Bands	Music - High School	\$4,475	Annual
Director of Choirs	Music - High School	\$4,475	Annual
Director of Orchestras	Music - High School	\$4,475	Annual
Director of Dance Conservatory	Music - High School	\$4,475	Per Semester
Jazz Band	Music - High School	\$2,675	Annual
Marching Band	Music - High School	\$5,350	Annual
Marching Band Assistant	Music - High School	\$3,550	Annual (3 positions)
Director of Bands	Music - Middle School	\$2,675	Annual
Director of Choirs	Music - Middle School	\$2,675	Annual

APPENDIX C - SCHEDULE B

For clubs with over 100 students, the stipend will move up into the next category.

Club/Activity	Building/Level	Payment	Notes
Director of Orchestras	Music - Middle School	\$2,675	Annual
Honors Orchestra	Music - Middle School	\$1,775	Annual
Thunderdrummers	Music - Middle School	\$2,675	Annual

Criteria for Music Stipends: competitions, events, concerts, festivals, program inventory (including purchasing), program administration (including maintaining & administering budget, managing festivals where appropriate), parent meetings (if applicable), trip planning, coordination, and attendance (where applicable). Summer camp experiences are not subject to the overnight stipend pay as that time is included in the activity time.

Administration reserves the right to review positions and fill positions based on number of participants.

APPENDIX C - SCHEDULE C

Payment	Payment	Notes
Additional Class	\$6,725	Per Semester (OMS & OHS)
Additional Preparation	\$900	Per Semester (OMS & OHS)

The following supplemental contracts and miscellaneous payments will be made based on the chart below.

Payment	Payment	Notes
Retirement Pay-Out	\$260 per day	Notification on or before 12/1 for June Retirement
Retirement Pay-Out	\$198.04 per day	Notification after 12/1, all mid-year retirements
Unused Personal Absence Day Pay-Out (over 90 days)	\$130 per day	Over 90 days
Health Insurance Option	\$281 per month	Paid per pay

APPENDIX C - SCHEDULE D

Club/Activity	Building/Level	Payment	Notes
Emergency Substitute Rate	Misc.	\$26	Per period of less than 40 minutes
Emergency Substitute Rate	Misc.	\$51	Per period of 40 minutes or more
Supplemental Rate	Misc.	\$35/hour	As approved by administration for assigned work outside of school day/ schedule/ responsibilities (includes training for AP/DP classes conducted outside the normal work time)
After hours PREPaRE rate	Misc.	Hourly per diem	As directed and approved by administration for formal assigned PREPaRE/TA/SA response work outside of school day

APPENDIX C - SCHEDULE E

It is understood that overnight travel may occur for certain class or club activities (ex. Robotics, HOSA, DECA, 8th Grade Washington D.C. trip, 5th Grade Camp, Choir trip, etc.)

In the event that a teacher is acting as an **official** chaperone (part of their teaching responsibility) on an overnight trip, they will be paid a stipend at the following rates:

Activity	Payment
Any night preceding a non-student attendance day	\$200/per night
Any night preceding a regular student attendance day	\$100/per night

Overnight travel occurring as part of a summer camp (i.e., Band Camp) will not be included in these payments as they are reflected in the Schedule B stipend for that activity.

APPENDIX C - SCHEDULE F

It is understood that CTE programs require additional responsibilities which include budget management, CTSO, maintaining job experience, etc.

CTE teachers will be paid the stipends below based on the programs they teach. Each individual is eligible to receive only one (1) stipend and will be paid based on the highest tier for which they are eligible.

CTE Program	Payment
CTE State-Approved Program Coordinator Tier 1 (Mechatronics, Health Science, Auto)	\$3,000
CTE State-Approved Program Coordinator Tier 2 (Business, Radio/TV, Computer Programming, Marketing, Finance, Digital/ Multi-Media)	\$1,500

APPENDIX C – SCHEDULE G – PLC LEADERS

The secondary educators serving as PLC Leaders will lead their fellow teachers through the process of establishing and maintaining an effective professional learning community while shepherding their 6-8 or 9-12 department through district defined department work intended to improve student learning and evaluate student success data.

PLC leaders will act as a department head and/or facilitator who is responsible for departmental management duties as determined in consultation with administration. PLC leaders will be evaluated each year based upon successful completion of their duties as described in the chart below and in the PLC Leader Performance Rubric. Administration reserves the right to remove a PLC Leader that is not successfully performing their duties.

6-8 and 9-12 ELA, Math, Science, Social Studies, Special Education, and World Language	
Stipend amount based on minimum criteria: \$5,350	
Plan and lead department PLC meetings according to professional learning calendar for each building.	
Open-minded, growth mindset willing to research and push thinking.	
Spend a minimum of 35 hours outside of regularly scheduled contract time for PLC duties.	
Work to facilitate alignment with the district's instructional vision and strategic planning goals.	
Plan, create, and communicate a meeting agenda no later than 2 school days before the scheduled PLC meeting.	
Meet regularly (at least once before or after each PLC session) with building administration either on prep or before/after school to ensure alignment between PLC leaders and building leadership.	
Attend up to five (1.5 hour) after-school meetings per year as scheduled by district instructional coach for professional learning on PLCs.	
Collaborate with instructional coaches during professional learning or curriculum meetings (up to 3 days/year) for cohesive instructional alignment.	
Regularly analyze student assessment data to inform instructional practices, identify intervention strategies, and measure PLC effectiveness.	
Maintain detailed documentation of PLC meeting outcomes, data-driven decisions, and action plans, ensuring transparent communication with building administration and district leadership.	
Foster collaboration among PLC members by establishing clear expectations, promoting consistent communication, and resolving conflicts effectively to maintain a positive and productive team environment.	
Conduct regular check-ins with PLC members to gather feedback, monitor progress, and address professional learning needs.	
Conduct "department leader" tasks as needed such as organizing curricular materials, being the liaison between department and administration, etc.	
Assist professional growth of PLC members by facilitating conversations centered on full-building Professional Learning as part of the Professional Learning Cycle.	
Facilitate alignment with district instructional vision and strategic planning goals	

6-8 Technology and 9-12 CTE, and 6-8 and 9-12 Physical Education, Fine Arts, Counselors/FSL, 9-12 OSEC, OVA Secondary Electives, and OVA Mentor Group
Stipend amount based on minimum criteria: \$3,550
Plan and lead department PLC meetings according to professional learning calendar for each building.
Open-minded, growth mindset willing to research and push thinking.
Spend a minimum of 25 hours outside of regularly scheduled contract time for PLC duties.
Work to facilitate alignment with the district's instructional vision and strategic planning goals.
Plan, create, and communicate a PLC meeting agenda no later than 2 school days before the scheduled PLC meeting.
Meet regularly (at least once before or after each PLC session) with building administration either on prep or before/after school to ensure alignment between PLC leaders and building leadership.
Attend up to five (1.5 hour) after-school meetings per year as scheduled by district instructional coach for professional learning on PLCs.
Collaborate with instructional coaches during professional learning or curriculum meetings (up to 3 days/year) for cohesive instructional alignment.
Regularly analyze student assessment data to inform instructional practices, identify intervention strategies, and measure PLC effectiveness.
Maintain detailed documentation of PLC meeting outcomes, data-driven decisions, and action plans, ensuring transparent communication with building administration and district leadership.
Foster collaboration among PLC members by establishing clear expectations, promoting consistent communication, and resolving conflicts effectively to maintain a positive and productive team environment.
Conduct regular check-ins with PLC members to gather feedback, monitor progress, and address professional learning needs.
Conduct "department leader" tasks as needed such as organizing curricular materials, being the liaison between department and administration, etc.
Assist professional growth of PLC members by facilitating conversations centered on full-building Professional Learning as part of the Professional Learning Cycle.
Facilitate alignment with district instructional vision and strategic planning goals

PLC Leader Evaluation Rubric

Evaluator Name: _____

Evaluatee Name: _____

Evaluation Criteria	Needing Support	Developing	Effective
PLC Facilitation and Leadership	Rarely plans and facilitates effective PLC meetings; minimal alignment.	Occasionally plans and facilitates effective PLC meetings; some alignment.	Regularly plans and facilitates effective PLC meetings aligned with district calendars.
Preparation and Agenda Communication	Rarely provides clear, timely agendas, impacting PLC effectiveness.	Inconsistently communicates agendas; may lack detail or timeliness.	Regularly communicates clear agendas at least two school days in advance.
Data-Driven Instructional Practices	Rarely analyzes or utilizes assessment data effectively.	Inconsistently uses data analysis effectively; struggles occasionally in connecting data to instruction.	Regularly analyzes assessment data to inform instruction and interventions.
Administrative Collaboration and Alignment	Rarely collaborates effectively with administration; minimal alignment.	Collaboration with administration is inconsistent; alignment occasionally unclear.	Regularly collaborates with administration to align PLC efforts.
Professional Learning Participation	Rarely participates effectively or applies learning from professional opportunities.	Participation in professional learning is inconsistent; minimal application.	Regularly attends and participates meaningfully in professional learning.
Documentation and Communication	Rarely maintains necessary documentation; minimal communication.	Documentation and communication are inconsistent or incomplete.	Maintains accurate documentation and regular communication with stakeholders.
Collaboration and Team Management	Rarely fosters a collaborative or productive team environment.	Occasionally struggles to foster effective collaboration or manage team dynamics.	Regularly fosters collaboration and manages team dynamics effectively.
Departmental Responsibilities	Rarely fulfills departmental responsibilities effectively.	Occasionally struggles with departmental tasks or liaison responsibilities.	Regularly manages departmental tasks effectively and acts as an effective liaison with administration.

Overall Performance Rating: **Needing Support**

Developing

Effective

Evaluator Signature: _____ Date: _____

Evaluatee Signature: _____ Date: _____

APPENDIX C - SCHEDULE H – MENTORING STIPEND

Beginning with the 2024-2025 school year, mentors will be paid on a sliding scale with the expectation that time spent with mentees will decrease each year. Mentor teachers will be required to submit the mentoring log to their building principal on or before the last day of school each year. All submitted mentor/mentee logs are subject to review. Payment will be processed in the last pay of June.

Annual payment amounts and hour requirements are described below:

Year	Hours	Payment
Year 1	40 hours	\$2,133
Year 2	30 hours	\$1,600
Year 3	20 hours	\$1,067

Teachers who provide intensive mentoring for new special education teachers who are employed under a permit or special approval:

Tier	Hours	Payment
Tier 1	80 hours	\$4,133

Teachers who provide mentoring for a new to the district, experienced teacher during their induction year:

Year	Hours	Payment
Year 1	20 hours	\$1,067

APPENDIX C – SCHEDULE I – ANCILLARY STAFF DEPARTMENT LEADERS

Ancillary Staff Department Leaders School Psychologists, School Social Workers, Speech and Language Pathologists, and Teacher Consultants
Stipend amount based on minimum criteria: \$3,550
Monthly Administration Meetings: Attend monthly meetings with the Special Education Director; Come prepared to discuss department issues, concerns, and updates; Follow through on action items from these meetings; Approximately twenty (20) annual hours.
Department Meeting Facilitation: Schedule a minimum of 8 department meetings per academic year; Create and distribute meeting agendas in advance; Facilitate all department meetings effectively; Maintain documentation including: Meeting sign-in sheets, Detailed agenda and meeting notes, Distribution of notes to all department members and administration; Approximately twenty-seven (27) annual hours.
Materials Management: Serve as a point of contact for ordering assessment and testing materials; Manage inventory of department-specific testing materials; Coordinate the timely ordering of replacement or new materials; Approximately ten (10) annual hours.
Professional Development: Identify department-specific professional development needs; Collaborate with administration on professional development opportunities; Occasionally facilitate department-specific training sessions.

APPENDIX D

EXTRA-CURRICULAR SPONSORS – ANNUAL APPRAISAL			
Organization:			
Sponsor:			
School Year:	Circle Responses Below		
1. The sponsor has set clear goals for the organization or activity or has articulated and followed the objectives that were previously set.	S	U	NA
2. The sponsor provides leadership that results in worthwhile outcomes for student members or participants.	S	U	NA
3. The sponsor maintains satisfactory relationships with students, parents, and colleagues.	S	U	NA
4. The sponsor maintains appropriate communication with parents and building administration.	S	U	NA
5. The sponsor completes necessary transportation arrangements in advance and maintains control of students while traveling.	S	U	NA
6. The sponsor assures that students are appropriately supervised at all times.	S	U	NA
7. The sponsor completes and submits all required paperwork in a timely manner.	S	U	NA
8. The sponsor assures that all fundraising procedures comply with district policies and procedures.	S	U	NA
9. The sponsor assures that all financial transactions are handled according to administrative guidelines.	S	U	NA
10. The sponsor sees that equipment and supplies are turned in.	S	U	NA
<i>INCLUDE COMMENTS ON REVERSE AS NECESSARY</i>			
SIGNATURE OF EVALUATOR		DATE:	
SIGNATURE OF SPONSOR		DATE:	

APPENDIX E

ELEMENTARY <u>LEARNING ENVIRONMENT CONCERN FORM</u>	
This form is to be completed by the teacher affected and discussed with the principal when he/she believes there are significant deviations from the class size targets/ranges and/or other issues adversely affecting the classroom instructional program.	
1. Describe the concern and resulting negative impact on the instructional program.	
2. Identify the course of action you would like considered to address the situation. Some possible courses of action suggested by the OEA contract are:	
(Check one, if applicable)	
	Student schedule adjustments
	Additional supplies to be purchased
	Released time for planning/assessment
	Conference/workshop participation
	Paraprofessional support
	Professional support
	Other ideas deemed appropriate by the teacher and principal or designee:
Teacher Signature: _____ Date submitted to principal: _____	
Agreed upon resolution:	
Teacher Signature: _____ Date: _____	
Principal Signature: _____ Date: _____	

SECONDARY
LEARNING ENVIRONMENT CONCERN FORM

This form is to be completed by the teacher affected and discussed with the principal when he/she believes there are significant deviations from the class size targets/ranges and/or other issues adversely affecting the classroom instructional program, staff, and students.

Period	Course Name	Target Number	Actual Enrollment	Number of Special Education Students
1				
2				
3				
4				
5				
6				
7				

Summary Information

Total Students	
Department Average	
Total Students Above Average	
Department Target	
Total Students Above Target	
Overloads	
Overloads (Special Ed/3)	
Co-Teaching Ratios	
Class Differentials	
Other	
Assessment Planning	

- Describe the concerns and resulting effect on the instructional program and your professional responsibilities. If your concern involves class size, overloads, etc., complete as much of the tables above as possible. An administrator or counselor will provide assistance.**

2. Identify the appropriate supplies needed to accommodate your concerns.

**3. Identify the equivalent release time suggested to balance your professional responsibilities.
The teacher may use this "block grant" in any combination of released time and/or stipend.**

Circle the appropriate choice:

Substitute Days	1	2	3	4	5	6	7	8	9	10	11	12
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Teacher Signature:

Date submitted to principal:

Agreed upon resolution:

Teacher Signature:

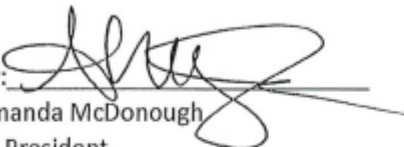
Date:

Principal Signature:

Date:

This Agreement shall be in effect beginning July 1, 2025, and shall continue in full force and effect until August 31, 2029.

**OXFORD COMMUNITY SCHOOLS
BOARD OF EDUCATION**

By: 
Amanda McDonough
Its President

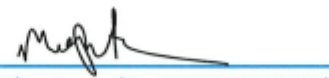
By: 
James Sommers
Its Secretary

By: 
Ryan Reid
Assistant Superintendent of Human Resources

Date: 6/11/2025

OXFORD EDUCATION ASSOCIATION

By: 
James Gibbons (Jun 11, 2025 14:35 EDT)
James Gibbons
Its President

By: 
Meeghan Rayner (Jun 11, 2025 14:36 EDT)
Meeghan Rayner
Its Secretary

Date: 6/11/2025