

**2026-2028
AGREEMENT**

between

**EATON COUNTY EDUCATION ASSOCIATION/
CHARLOTTE EDUCATION ASSOCIATION**

and

**CHARLOTTE BOARD OF EDUCATION
CHARLOTTE PUBLIC SCHOOLS
Charlotte, Michigan**

TABLE OF CONTENTS

ARTICLE 1	RECOGNITION	2
ARTICLE 2	PAYROLL DEDUCTIONS.....	2
ARTICLE 3	BOARD RIGHTS	3
ARTICLE 4	ASSOCIATION AND TEACHER RIGHTS.....	3
ARTICLE 5	PROFESSIONAL COMPENSATION	5
ARTICLE 6	PAID LEAVES	9
ARTICLE 7	UNPAID LEAVES	12
ARTICLE 8	NEGOTIATION PROCEDURES.....	15
ARTICLE 9	GRIEVANCE PROCEDURES.....	15
ARTICLE 10	TEACHING HOURS.....	18
ARTICLE 11	TEACHING LOADS	20
ARTICLE 12	SPECIAL AND STUDENT TEACHING ASSIGNMENT.....	21
ARTICLE 13	TEACHING CONDITIONS	21
ARTICLE 14	PROTECTION OF TEACHERS	23
ARTICLE 15	MISCELLANEOUS PROVISIONS	24
ARTICLE 16	PROFESSIONAL IMPROVEMENT	25
ARTICLE 17	PROFESSIONAL BEHAVIOR.....	26
ARTICLE 18	SENIORITY.....	27
ARTICLE 19	EVALUATION/PLACEMENT/REDUCTION/RECALL/DISCIPLINE.....	28
ARTICLE 20	FRINGE BENEFITS.....	33
ARTICLE 21	TEACHER/GUIDANCE COUNSELOR SALARIES - SCHEDULE A	36
	EXTRA DUTY PAY - SCHEDULE B.....	38

	DEAN/STUDENT SUPPORT SPECIALIST SALARIES – SCHEDULE C.....	43
ARTICLE 22	SCHOOL CALENDAR	44
ARTICLE 23	MENTOR TEACHERS	45
ARTICLE 24	DURATION OF AGREEMENT	46
APPENDIX 1 - GRIEVANCE FORM.		47
APPENDIX 2 – DISTRICT CALENDARS		48
APPENDIX 3 – SALARY STEP ADJUSTMENT		51

AGREEMENT

between

EATON COUNTY EDUCATION ASSOCIATION

and

CHARLOTTE BOARD OF EDUCATION

This Agreement entered into by and between the Board of Education of Charlotte Public Schools of Eaton County, Michigan, hereinafter called the "Board," and the Eaton County Education Association-MEA-NEA, hereinafter called the "Association".

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Charlotte is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive bargaining and/or negotiating representative, as defined in Act 379, Public Acts of 1965 as amended, for all certified professional personnel (including teachers employed in permanent positions who are enrolled in good standing in a state-approved program for their first teacher certification) under contract of tenure or probationary status on a full or regular part-time basis or on leave. The bargaining unit shall include classroom teachers, guidance counselors, librarians, advising or critic teachers, teachers of the homebound or hospitalized, teachers of special education, cooperative education teachers, agricultural teachers, department chairpersons, and separate classifications for student support specialists, deans of students, retired teachers, but excluding: aides, community school program personnel (basic education program, recreation, high school completion, adult enrichment, etc.), non-teacher coaches, substitute teachers, Eaton RESA professionals and supervisory and executive personnel within the meaning of PERA. Both parties shall agree in advance as to whether newly created positions are within the bargaining unit.
- B. The Board agrees not to negotiate with or recognize any teachers' organization other than the Eaton County Education Association-MEA-NEA for the duration of this Agreement.
- C. The terms "bargaining unit member" and "employee" when used hereinafter in this Agreement shall refer to all bargaining unit members represented by the Association and employed by the Board. When this Agreement is intended to apply only to teachers, guidance counselors, deans of students, or student support specialists, those classifications shall be specifically identified.
- D. The term "Board" shall include its officers and other elected members acting at a properly called Board meeting. The Board appoints the Superintendent to serve as its executive officer.
- E. All generic references to male employees shall include female employees.
- F. Retired teachers performing bargaining unit duties, who are not substitutes, shall be placed no lower than one step above their placement upon retirement, of the applicable Lane in Schedule A. Retirees are eligible for insurance benefits if they do not otherwise have insurance. If they do not receive medical insurance, they may otherwise receive cash in lieu payment. Retirees are eligible for paid leave benefits, but are not eligible for any other benefits including paid leave payouts.

ARTICLE 2 PAYROLL DEDUCTIONS

- A. The Board shall, upon joint approval of the Association and Board, also make payroll deduction upon written authorization from teachers for annuities, credit union, savings bonds, charitable donations, health savings accounts, flexible savings accounts, or any other plan or programs, except where payroll deduction is prohibited by law (e.g., union dues/fees, political contributions). Said deductions shall be made twice monthly.
- B. In the event of a verified overpayment of wages or benefits under the terms of this agreement, the bargaining unit member will make prompt repayment to the District. In the event the bargaining unit member fails to make the repayment, the District may payroll deduct the overpayment as a condition of this contract pursuant to the authority set forth in MCL 408.477. A payment plan may be considered upon request.

**ARTICLE 3
BOARD RIGHTS**

- A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation except as expressly provided in this Agreement, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws of the Constitution of the State of Michigan and of the United States, including, and without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the school system and its properties and facilities, and the professional activities of its employees.
 2. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal, or discipline; and to promote and transfer all such employees;
 3. To establish grades and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board;
 4. To decide upon the means and methods of instruction, the selection of textbooks and other teaching materials, and the use of teaching aids of every kind and nature; and
 5. To determine class schedules, hours of instruction, duties, responsibilities, assignments, and the terms and conditions of employment of teachers and other employees with respect to administrative and non-teaching activities.
 6. Determine reasonable provisions for health, safety, and first aid of employees during hours of employment.
 7. Determine whether to enter into intergovernmental agreements to collaborate, consolidate or jointly perform functions or services, and the impact of those decisions on employees, to the extent allowable by law.
- B. The exercise of the foregoing powers, rights and authority, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited by the specific and express terms of this Agreement. District reserves its rights and authority to manage and direct the operations of its schools and enforce its rules, regulations and policies according to this Master Agreement and applicable law.

**ARTICLE 4
ASSOCIATION AND BARGAINING UNIT RIGHTS**

- A. Pursuant to Act 379 of the Public Acts of 1965, the parties hereby agree that every teacher shall have the right freely to organize, join, and support the Association for the purpose of engaging in collective

bargaining or negotiation and other concerted activities for mutual aid and protection or to refrain from doing so. The parties undertake and agree that neither will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States and that they will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation or non-participation in any membership or non-membership in the Association, his participation or non-participation in any activities of the Association or collective professional negotiations with the Board.

- B. Nothing contained herein shall be construed to deny or restrict to any bargaining unit members rights he may have under the Revised School Code. The rights granted to bargaining unit members in this Agreement shall be deemed to be in addition to those provided elsewhere.
- C. The Board specifically recognizes the right of its bargaining unit member appropriately to invoke the assistance of the Michigan Employment Relations Commission or a mediator from such public agency.
- D. The Association and its members have the right to use building facilities for local CEA/ECEA Association meetings at such hours that do not interfere with the regular program of the school or any other activities that had previously been scheduled and approved by the Board or its representatives.
- E. Office mail boxes and bulletin boards in the teachers' lounges and workrooms shall be made available. This shall not be interpreted to require the District to process any such mail through the District's internal mail system. If the District refuses to process mail under this provision, it shall return the mail to the sending party.
- F. Duly authorized representatives of the Association shall be permitted to transact Association business on school property at all reasonable times provided such does not interfere with or interrupt normal school operations.
- G. The Board agrees to honor reasonable requests for available information concerning the financial resources of the District, agendas and minutes of all school board meetings, and such other information which may be necessary for the Association to bargain collectively and to process any grievances.
- H. The Association shall be duly advised by the Board of fiscal, budgetary, and tax programs affecting the District and the Association shall, whenever feasible, have the opportunity in advance to consult with the Board with respect thereto prior to general publication.
- I. Academic freedom shall be guaranteed to teachers, but lessons and curriculum shall be consistent with Board Policies and MDE Standards.
- J. All confidential medical or FERPA protected information obtained by a bargaining unit member in the course of his professional duties with students shall be disclosed only as authorized by law.
- K. Notwithstanding their employment, bargaining unit member shall be entitled to full rights of citizenship, and no religious or political activities of any bargaining unit members or the lack thereof shall be grounds for discrimination with respect to the professional employment of such bargaining unit member. It is expressly understood that a bargaining unit member may not advance his own personal political or religious views in the classroom.
- L. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied by both parties without regard to any classification protected by local, state or federal law.

- M. Affected bargaining unit members will be notified by the administration within 24 hours of any health or safety risk reported to the district by the Barry Eaton District Health Department, to the extent allowable by law.
- N. The District shall maintain a central electronic repository containing current Board policies.
- O. The Director of Human Resources, or designee, will identify bargaining unit placement changes to the Association President within three (3) business days of implementation.
- P. All signed Letters of Agreement currently in effect shall be posted on the district website within thirty (30) calendar days of being approved by both parties.

ARTICLE 5

PROFESSIONAL COMPENSATION

- A. The salaries of teachers covered by this Agreement are set forth in Article 21, Schedule "A", which is attached to and incorporated in this Agreement. Such salary schedules shall remain in effect during the term of this Agreement.
 - 1. The salary schedule is based upon a normal weekly professional load, as hereinafter defined, with regular bargaining unit members' assignments made on the adopted calendars.
 - 2. Contractual salaries will be paid by one of the following options selected by the teacher:
 - a. 24 equal pay periods.
 - b. 20 equal pay periods.

Bargaining unit members shall make a written election between May 1 and June 1 to be paid over either 20 or 24 pays in the next succeeding school year. Once made, that choice shall be irrevocable unless revoked in writing during the above election window for a succeeding school year. Bargaining unit members who do not have a written election on file with the business office shall be paid over 24 pays.
 - 3. Lane advancement will be granted at the beginning of the 2026-2027 and 2027-2028 contract years. Steps will be granted at the beginning of the 2026-2027 and 2027-2028 contract years. There will be no material increase in wages or benefits, other than that allowed in this contract, unless ratified by both parties.
 - a. Effective with the 2026-2027 contract year the bargaining unit members in Appendix 3 will advance to the expressly designated step, in consideration of years of service at the District.
 - b. Bargaining unit member ID 000600203 will be the only bargaining unit member that will ever be eligible for placement on the super step listed on Schedule A.
 - c. For the 2026-2027 contract year, steps, lanes and additional on scale will be awarded per Schedule A.

- d. For the 2027-2028 contract year, steps, lanes and additional on scale will be awarded per Schedule A.
 - e. Employees hired before July 1, 2023, will receive a one-time off schedule payment in the amount of One Thousand Dollars (\$1,000.00), less normal withholdings, on or before December 30, 2026. Those employees identified in Appendix 3 are excluded from this payment.
4. Deans of students and student support specialists, shall be paid per Schedule C. For deans of students and student support specialists employed during the 2025-2026 school year, for 2026-2027, those individuals will be placed on a level closest to their 2025-2026 compensation, but not less than their compensation during the 2025-2026 school year. For the 2027-2028 contract year, level, lanes and additional on scale will be awarded per Schedule C.
5. Effective July 1, 1992, academic credit applied to lateral column advancement on Schedule A must be:
- a. Taken in any class in the teacher's area of assignment, certification or training, or
 - b. Taken in any class involving methodology or teaching techniques designed to enhance the teacher's instructional effectiveness and which is aligned with District or building instructional goals, or
 - c. Taken in any class which may lead to additional certification, endorsement, or re-endorsement, or
 - d. Taken in any graduate level class which does not satisfy any of the above criteria but which has received prior approval from the Superintendent (or designee) due to the benefits of the class to the School District.

The above shall not be applied to divest a teacher credit for classes taken prior to September 1, 1992.

- B. A maximum of \$200 per credit hour shall be paid as reimbursement for eligible course work, under the standards described in this paragraph. As a condition of receiving reimbursement under this provision, the Employee agrees to remain continuously employed by the District for a period of one (1) year following the date of reimbursement. Additionally, upon completion of a pre-approved MDE certification program, that is directly relevant to the bargaining unit member's essential job duties, the District will reimburse for actual expenses up to \$1,200. If the Employee voluntarily resigns, is terminated for misconduct, or otherwise separates from District employment prior to completing the required service period (excluding separations due to disability or reductions in force), the Employee shall reimburse the District fifty percent (50%) of the total amount reimbursed within the immediately preceding twelve (12) months under this provision. Repayment shall be made within a reasonable time period as determined by the District, in accordance with applicable state law.
1. Bargaining unit members shall not be eligible for reimbursement until such time as they have satisfied the then-current hour requirement for continuing certification. Prior approval of the Superintendent or his/her designee will be required before enrolling in a qualified class if reimbursement will be requested. To receive reimbursement, proof of satisfactory completion (official transcripts indicating a grade of a B or above) and receipt of payment will be required.

2. In the event the building principal and CEA building representative conclude that a bargaining unit member should be reimbursed all or part of any tuition costs, up to the maximum amount specified in paragraph B above, a recommendation to that effect shall be submitted to the Superintendent or his/her designee for approval or disapproval.
3. It is understood that any tuition reimbursement under this Agreement will only be made for courses which:
 - a. Maintain or improve skills required in the employee's employment, or
 - b. Meet the requirements (beyond continuing certification) imposed by statute, administrative regulation and this contract for employee's retention in his/her established employment relationship and status with Charlotte Public Schools.
4. If the course work for which reimbursement is sought is part of an advanced study program leading to a Master's, Specialist or Doctor's Degree and otherwise satisfies all of the other eligibility standards in this Article, prior approval of the course work by the Superintendent or his/her designee shall not be required.
5. Bargaining unit members who are eligible for tuition reimbursement shall submit the request by October 15 or April 1 immediately ensuing completion of the course for which tuition reimbursement is sought. The District will then have thirty (30) days to process the request. Reimbursement shall not be made in the event of untimely application by a bargaining unit member.
6. Tuition reimbursement shall be reduced by any amounts the District has paid for seminar or in-service enrollment fees on behalf of the teacher where the teacher seeks to convert those hours to academic credit.
7. Teachers who successfully complete Advanced Placement Instructor Certification, with pre-written approval by the Superintendent or designee, shall receive an off-schedule stipend of \$700.
8. Teachers who successfully complete LETRS training after July 1, 2026, with pre-written approval by the Superintendent or designee, shall receive an off-schedule stipend of \$700.
- C. Credit for experience outside the school system, including non-instructional experience, shall be evaluated by the Superintendent or designee at the time of hire. A new hire may be placed on a step in the District's sole discretion, with notification to the Association, for satisfactory teaching or other job-related experience.
- D. The regular salary increment occurring during one (1) year of study at a university while on a sabbatical or an educational leave shall be credited to the teacher upon his/her return.
- E. Extra-duty pay shall be the pay corresponding to the position as listed in Article 21, Schedule "B" which is attached to and incorporated in this Agreement.
 1. Seasonal extra-duty contract salaries will be paid in two equal installments, according to the schedule below. Non-exempt staff will be paid consistent with the Fair Labor Standards Act.
Fall Season: Paid September 15th and October 30th
Winter Season: Paid January 15th and February 28th

CMS Winter 1: Single Payment on December 15th
CMS Winter 2: Single Payment on February 28th
Spring Season: Paid April 15th and May 30th

2. All other extra-duty contract salaries will be paid according to the choice of the teacher involved, either in one payment at the end of the year or commencing with the contract.
3. The Board retains the discretion to cancel or leave vacant any of these positions.

If a non-athletic Schedule B position has been started and is completed virtually, then that position will be paid at 100%. If a non-athletic Schedule B position has been started, but not completed, then it shall be paid at the prorated amount of the position completed but not less than 50%.

4. For extra work performed by a bargaining unit member under the teacher classification, those individuals shall be entitled to additional professional compensation. The teacher shall be paid the hourly stipend of \$40.00/hour in addition to his/her base salary for all time spent after the regular school day at any parent or student activity or attendance at any educational or civic functions where attendance is not voluntary but required, except attendance at P.T.A., a voluntary club advisorship, dog handling duties, open houses, and parent conferences. This rate also does not apply to Schedule B positions and other duties that have separate compensation. It is further recognized that the District may request that teachers be compensated for extra work outside of school hours at other than the hourly stipend in Schedule B for the performance of special projects in connection with grants or other programs. The Association shall be notified of the contemplated level of compensation in such instances and final approval shall be subject to mutual agreement of the Association and the Board.
 5. An hourly stipend of \$40.00/hour shall include a maximum of two (2) hours per testing window for work completed for iRIP documentation by all teachers that must complete iRIPs.
 6. Watching mandatory videos on essential instructional best practices will be integrated into District provided professional development times. Staff will be exempt from watching mandatory SafeSchools videos upon successful completion of initial annual knowledge assessment.
- F. A bargaining unit member engaged during the school day in negotiating on behalf of the Association with any representative of the Board or participating in any professional grievance negotiation shall be released from regular duties without loss of salary.
- G. Employees required to use personal automobiles for school-related business that is pre-approved by administration shall be reimbursed at the rate as approved by the Internal Revenue Service. To qualify, employees must first attempt to reserve a district van before using a personal vehicle.
- H. Bargaining unit members who submit a resignation by January 15 for retirement at the end of the school year will receive additional remuneration from the District in the amount of \$3,000 for transitional services rendered under the supervision of their building administrator/immediate supervisor. Bargaining unit members who submit their resignation by April 15th for the school year will receive \$1,500 for transitional services. Bargaining unit members will only be eligible for either transitional stipend if not disciplined in their final school year. The stipends are mutually exclusive.

Participants in this benefit that have been disciplined for significant unprofessional conduct or progressively disciplined for excessive absences shall forfeit this benefit payment.

- I. If notice is provided to the Superintendent before April 15 for a resignation on or after the last day of school, paid out on June 30 of a contract year, the bargaining unit member will receive the following sick leave payment benefit:

Completed Full Years of Service With The District	Amount Per Unused Sick Day		Completed Full Years of Service With The District	Amount Per Unused Sick Day
10-14 Years	\$40.00/Day		20-24 Years	\$60.00/Day
15-19 Years	\$50.00/Day		25 or More Years	\$80.00/Day

- J. A teacher who accepts an overload instructional assignment on their preparation/conference time shall be compensated for those responsibilities on a pro-rated basis of their Schedule A salary.
1. A teacher who, during his/her preparation/conference time, substitutes with administrative approval for another teacher who is absent due to release for other school business shall be compensated at the hourly stipend rate of \$40.00 where the substitution interval exceeds fifteen (15) minutes.
 2. A teacher who loses their plan time involuntarily due to a lack of a substitute teacher for either the encore teacher or because an encore teacher is pulled from their regular duty to substitute in a classroom shall be paid at the hourly stipend rate of \$40.00.
 3. Any teacher that is pulled from their regular responsibility for a period of three (3) hours or more per day in order to sub in a classroom due to no substitute teachers being available shall be paid an additional \$30.00 per day.

ARTICLE 6 PAID LEAVES

- A. At the beginning of each school year, each bargaining unit member shall be credited with nine (9) days of leave for his own illness or disability. If the Earned Sick Time Act ("ESTA") is in effect, the first 72 hours of earned sick leave may be used for any recognized ESTA purpose running concurrently with other applicable leaves, with those first 72 hours of leave being subject to the same conditions as provided in ESTA.
1. Such sick leave shall accumulate up to a maximum of one hundred twenty-five (125) days. If a bargaining unit member has reached the maximum accumulation at the close of the immediately preceding school year, he shall be credited with nine (9) sick days at the beginning of the next school year, with those days being non-accumulative.
 2. A part-time employee shall receive a pro-rated portion of sick leave at the beginning of his contract.
 3. Sick leave shall not be used beyond the elimination period established for receipt of benefits under any long term or short-term disability policy covering the teacher. Members cannot supplement short term disability benefit with paid leave. Employees are required to otherwise exhaust paid sick days while on unpaid medical leave.
 4. Paid sick leave may be used on an hourly basis.

5. In the event that a bargaining unit member leaves employment with the District, for any reason, and has used more paid leave days than accumulated on a pro-rata basis, then the amount of paid leave days in excess may be deducted from the last paycheck the teachers receives.
- B. Upon request, a bargaining unit member will provide FMLA verification for his/her absence after using three (3) consecutive days of sick leave.
- C. Leave of absence with pay chargeable against the employee's sick leave shall be granted, to a maximum of ten (10) days per school year, for the illness in the immediate family. "Immediate family" shall be defined as: father, mother, father-in-law, mother-in-law, spouse, children, brother, brother-in-law, sister, sister-in-law, daughter-in-law, son-in-law, niece, nephew, grandmother, grandfather, grandchild and others living within the household of the employee. Five (5) additional paid leave days, with pay chargeable against the employee's sick leave days, per Article 6, paragraph A, shall be granted for illness of spouse or child upon the recommendation of the attending physician.
- D. Health appointments shall be charged against the employee's sick leave. This includes leave for victims of sexual assault, any related medical care, counseling, victim services, legal services, federal proceedings or relocation. It also included absences due to any building closure by order of a public official, or an employee's need to care for a child whose school or place of business has closed by order of a public official, or by a determination by health authorities that the presence of the employee or a family member would jeopardize the health of others in the community due to exposure to a communicable disease.
- E. Family and Medical Leave is unpaid, but eligible employees shall take it concurrent with the paid leave provisions of Article 6 when allowable under the FMLA. Paid leave which is run concurrent with FMLA shall be charged against the employee's FMLA leave entitlement up to 12 weeks per year on a rolling backward basis for eligible employees. This shall apply to:
1. Sick leave which is utilized pursuant to ¶ B of this Article to care for a family member (child, spouse, or parent) with a serious health condition, including where an employee must make arrangements for necessary medical and/or nursing care.
 2. Sick leave which is utilized pursuant to Sec. A or Sec. E of this Article due to a serious health condition which renders the employee unable to perform the functions of his/her job.
 3. Any other circumstance required by the Family and Medical Leave Act.
- F. A crisis sick leave extension is established to cover emergency situations where an employee faces an extended disability period with an inadequate sick leave accumulation. After receiving written application by an employee who has exhausted his own sick leave days, the Superintendent may grant a sick leave extension. The criteria for a crisis sick leave extension would be as follows:
1. The individual must first use all accumulated sick leave during which the individual would receive his normal daily rate of pay.
- G. Leaves of absence with pay not chargeable against the employee sick leave shall be granted for the following reasons:
1. Maximum of five (5) days for a death in the immediate family, as defined above in ¶ C. If

extenuating circumstances exist (e.g. distant travel) the employee may request permission to use up to five (5) additional days, such days to be deductible from the employee's accumulated sick leave. The days should be consecutive unless prior approval is received from the building principal.

2. Time necessary for attendance at the funeral service of a person whose relationship to the employee warrants such attendance, if approved by his principal.
3. Three (3) days per year will be allowed for personal leave. Any unused personal leave time will automatically be rolled into the employee's accumulated sick leave.
 - a. Personal leave, in all cases except unforeseen emergency, requires at least two (2) work days advance notice to the principal or immediate supervisor.
 - b. Personal leave is to be used for reasons that necessitate an employee's absence. Recognizing the importance of employee attendance to the educational process, employees will utilize personal leave in a professionally responsible manner.
 - c. Personal leave days are not to be used the last day before or on the first day after a school holiday, vacation or recess period as designated on the school calendar. Exceptions may be made at the discretion of the Superintendent.
 - d. Part-time employees shall receive a pro-rated portion of personal leave.
 - e. Securing a substitute teacher for the use of a business day is not the responsibility of the bargaining unit member, but the District has discretion to delay a business leave request if an appropriate substitute is not available. However, any teacher securing a substitute teacher and attaching the confirmation slip to the business day request is guaranteed not to have that day delayed for failure to obtain a substitute.
4. Absence when an employee is called for jury duty. Any remuneration received for jury service shall be remitted to the Board.
5. Court appearance as a witness in any case connected with the employee's employment or the school or whenever an employee is subpoenaed to attend any proceeding. This shall not apply if the Superintendent or his/her designee determines the employee's actions violated Board policies, administrative guidelines, or another employment standard.
6. Time necessary to take a physical examination in connection with enlistment in the military.
7. The Board agrees to provide released time to the C.E.A. equivalent to three (3) days at full pay per year for the purpose of performing its duties. The use of these days shall be at the discretion of the C.E.A. Board of Directors. The C.E.A. must give notice for this request to the Superintendent as early as possible, but in any event no less than three (3) days prior to the requested leave day or days. The C.E.A. shall reimburse the District for the employee retirement contributions.

In addition, the C.E.A. may be granted time equal to five (5) days to be used by the C.E.A. President and/or his designee for Association business. If a substitute is required, the cost of the substitute will be charged to the C.E.A. The C.E.A. shall reimburse the District for the

employee retirement contributions.

- H. 1. Leave pay will be granted for personal illness or injury, personal business and other reasons listed in this Agreement, or for any other reason granted by the Superintendent.
- 2. A bargaining unit member who is absent because of an injury or disease under the Workers' Disability Compensation Act shall make a written election of one of the following options at the time he/she becomes eligible for workers' compensation benefits:
 - a. The employee may utilize his/her accumulated sick leave for each day absent provided that he/she reimburses the District for the amount of workers' compensation benefits received for the corresponding pay period. Employees shall only be eligible to access this alternative if they have sufficient sick leave accumulation.
 - b. The employee may elect to receive workers' compensation benefits only.
 - c. The employee may elect to receive the difference between his/her regular net salary and the net amount received as workers' compensation benefits. Such difference in net salary shall be computed on a percentage basis, and this percentage shall be deducted from the teacher's sick leave accumulation. (For example: if workers' compensation pays sixty percent of full pay, sick leave will only pay forty percent and the sick leave accumulation shall be charged .4 of a day for each day so used.) Employees shall only be eligible to access this alternative if they have sufficient sick leave accumulation. No employee on workers' compensation shall be allowed to utilize sick leave accumulation if such utilization results in higher net earnings.
- 3. Eligible employees shall have their FMLA leave run concurrently with Workers' Compensation leave for serious health conditions.

ARTICLE 7 UNPAID LEAVES

- A. Any bargaining unit member who is unable to perform his duties because of a personal illness or disability (including for this purpose parental leave) which extends beyond the period for which sick leave pay is received under Article 6 shall be granted a leave of absence without pay for such time as is necessary to recover from such illness or disability, up to a maximum of one (1) calendar year.
 - 1. It is understood that such sick leave shall be renewed if necessary upon application of the employee. Any application for sick leave shall be in writing and be supported by a doctor's statement.
 - 2. Such leave shall not exceed two (2) consecutive years. After the first year of leave, the employee may only return at the beginning of a semester, unless otherwise approved by the Superintendent. An employee will be expected to report for work on the first work day following expiration of the leave.
 - 3. Employees accessing leave under this Section shall provide written notice of their intent to take leave at least thirty (30) days prior to the date on which leave is to commence where the need for leave is foreseeable. If the employee must begin medical treatment sooner, or if the need for

leave is not foreseeable, notice shall be given as promptly as is practicable under the circumstances.

4. The Board has the right to receive medical certification from the employee's health care provider regarding the necessity for leave taken for a serious health condition under this Section. The employee will facilitate and cooperate in the furnishing of such information, which shall incorporate responses to the inquiries contained in U.S. Department of Labor FORM WH 380 (or its successor form).
 5. The Board has the right to require that a second medical opinion (at Board expense) be obtained. If that opinion differs from that of the employee's health provider, the employee and the Board shall mutually designate a third health provider whose opinion relative to leave eligibility or initial fitness to return to work shall be considered final and binding on the Board and the employee. The cost of this examination shall be paid by the Board.
 6. If the employee's medical condition has improved so that they may work with reasonable accommodation, they must promptly notify the District with supporting medical information. If the Board has reason to believe that the condition of the employee has changed, the Board shall have the right to require recertification during the leave period and medical certification of the teacher's fitness to return to duty at the expiration of the leave period.
- B. Military leave of absence shall be granted to any bargaining unit member who shall be inducted or shall enlist for military duty to any branch of the armed forces of the United States. The regular salary increment occurring during such period shall be allowed if increments have been granted to other bargaining unit members during the leave period.
- C. The Board shall grant leave of absence without pay to any teacher to campaign for, or serve in, a public office.
- D. Leaves of absence up to a maximum of one (1) year (cumulative) may be granted upon application for the following purposes:
1. Study related to the employee's certificated field. The regular salary increment occurring during such period shall not be allowed, even if increments were paid to actively employed employees during the leave period.
 2. Study to meet eligibility requirements for a certificate or degree other than that held by the employee. The regular salary increment occurring during such period shall not be allowed, even if increments were paid to actively employed staff during the leave period.
 3. Child care leave to commence at the conclusion of a disability leave under Paragraph A of this Article (or, in the case of an adoption, on the date that custody is granted) or to care for a child of the employee with a serious health condition. Any period of leave after the exhaustion of the rights guaranteed under the Family Medical Leave Act shall be without pay and/or benefits for a period not to exceed one year.
 4. An unpaid leave of absence taken for the purpose of caring for a child with a serious health condition or because of the birth of a child (and in order to care for that child) or due to placement for adoption or foster care, as defined by the Family and Medical Leave Act, shall be taken concurrently with the foregoing leave provisions to the extent of the employee's eligibility under the Family and Medical Leave Act.

Leave taken under this Section in connection with the birth of a child or due to placement for adoption or foster care must be concluded at the end of the twelve (12) month period beginning on the date of birth or placement, as is applicable.

5. Administrative Internship within the District. The regular salary increment occurring during such period shall not be allowed, even if increments were paid to actively employed teachers during the leave period.
- E. The Superintendent, or designee, may grant a request for a leave of absence for any reason.
- F. Requests for leave of absence shall be made as far in advance as possible and in the case of a leave under Section E or F of this Article, at least by May 1 or November 1, respectively. This notice requirement may be waived by the Board.
- G. Written notice of intent to return from any leave of absence provided in this Article, except leaves granted under Section A, must be submitted by April 1 if the employee intends to return for the fall semester, and by November 1 if the employee intends to return for the second (spring) semester.
- H. Unless expressly provided herein, the Board shall have no obligation to provide the fringe benefits premium amounts described in Article 20 or to grant increment advancement for any employee who is on a leave of absence, except with respect to cases under Section A, in which event insurance coverage will continue through August 31, unless a longer interval is required by the Family and Medical Leave Act. Additionally, teachers shall enjoy rights to continuation of coverage for which they may be eligible under COBRA.

The Board of Education will continue premium payments for health care benefits (medical, dental, vision) as described in Article 20, for all qualifying FMLA leave. If the teacher fails to return from leave as granted under the collective bargaining agreement at its expiration (except in the event of the continuance, onset or recurrence of a serious health condition of the employee or other circumstances beyond the teacher's control) the Board shall have the right to recover all premium payments made during the unpaid leave interval.
- I. No employee on leave under this Article may engage in any employment for another public or private educational institution without the prior express written consent of the Board.
- J. Employees who have been employed a minimum of seven (7) years in the Charlotte Public Schools may be granted an unpaid sabbatical leave for one (1) year.
 1. An employee, upon return from a sabbatical leave, shall be placed at the same position on the salary schedule as when leave was taken.
 2. Applications shall be filed with the Superintendent. Applications must show evidence of worthiness of purpose for the leave and of constructive nature for leave. No more than two (2) percent of the total employee's classification shall be on leave at the same time.
 3. All applications shall be reviewed for recommendation to the Superintendent by a committee consisting of six (6) members, three (3) appointed by the Superintendent and three (3) appointed by the C.E.A. Board of Directors. The committee shall consider among other qualifications the following: the extent of the applicant's professional study, travel, research, growth, contributions and successful service during the seven (7) years of employment. The

final decision for granting such leave shall rest with the Board of Education.

4. This paragraph (J) and its subparagraphs are not applicable to leaves of absence which the Board is required to grant under Section 1525 of the Revised School Code. This provision shall not preclude a Master Teacher from making application and being granted a sabbatical leave under Section J paragraphs 1-4 above.
- K. Applicable leaves of absence shall run concurrently with FMLA leave.

ARTICLE 8 NEGOTIATION PROCEDURES

- A. Matters that cannot be contemplated by this Agreement, such as governmental acts or acts of God, but of common concern to the parties, shall be subject to professional negotiations between them from time to time during the period of this Agreement upon request by either party to the other. The parties undertake to cooperate in arranging meetings, selecting representatives for such discussions, furnishing necessary information and otherwise constructively considering and resolving any such matters.
- B. Starting in January of the year of the expiration of this Agreement, the parties will meet to initiate negotiations for a new agreement covering wages, hours, terms and conditions of employment of teachers employed by the Board, if requested by either party.
- C. In any negotiations described in this Article neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the School District. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the Association (subject to the requirements of the Public Employment Relations Act) but the parties mutually pledge that representatives selected by each shall be given all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiation or bargaining, subject only to such ultimate ratification.

ARTICLE 9 GRIEVANCE PROCEDURE

- A. The primary purpose of this procedure is to secure, at the lowest level possible, equitable solutions to the problems of the parties to the dispute.

It is agreed that:

1. Both parties shall keep these proceedings as confidential as may be appropriate at each level of the procedure.
2. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the participants and no reprisals of any kind shall be taken by or against any party of interest in the grievance procedure by reason of such participation.
3. A grievance may be withdrawn at any level without prejudice or record, unless, in the

judgment of the Association Representative or Professional Rights and Responsibilities Committee, the grievance affects a group of teachers, in which case the Professional Rights and Responsibilities Committee shall process the grievance at the appropriate level.

4. The Association shall not take a matter to arbitration which has already been adjudicated or determined to be a prohibited topic as determined by PERA and MERC. The Association shall bear all fees and costs associated with any arbitration filed by the Association in violation of this term.
- B. If an individual bargaining unit member has a personal complaint which he desires to discuss with a supervisor, he is free to do so without recourse to the grievance procedure. However, no grievance shall be adjusted without prior notification to the Association and opportunity for an Association Representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. The Association will be responsible for the processing of a grievance on behalf of a bargaining unit member.
- C. A claim by any bargaining unit member or the Association that there has been a violation, misinterpretation or misapplication of any provision of this Agreement may be processed as a grievance as hereinafter provided. A grievant may invoke the formal grievance procedure on the form set forth in Appendix 1, which is attached to, and incorporated in, this Agreement.
1. The grievance shall be signed by the grievant and approved for processing by a designated Association Representative. The Association may act as grievant in any grievance, upon signature of a designated Association Representative and one or more affected bargaining unit members. Forms shall be available for the Association Representative in each building.
 2. A copy of the grievance form shall be delivered to the principal or supervisor within ten (10) work days of the events or omissions forming the basis for the grievance.
 3. If a grievance involves Central Office action, or more than one school building, the Association and the Superintendent may agree that the grievance may be filed directly at Level II. This shall not have the effect of extending time limits.

D. LEVEL I

The principal or supervisor shall meet with the Association Representative and grievant to review, discuss and attempt to resolve the grievance. The principal or supervisor shall indicate his/her disposition of the grievance in writing. He/she shall have ten (10) work days, from receipt of the grievance, to convene the above meeting and to indicate his/her disposition in writing. A copy of the disposition will be furnished to the Professional Rights and Responsibilities Committee Chairperson and to the grievant.

For purposes of this Article, a disposition will consist of a written decision to either grant or deny the grievance and/or relief sought by the Association in the grievance.

E. LEVEL II

If the Association is not satisfied with the disposition of the grievance at Level I (or if no disposition was made at Level I within the above time limits), the Association shall transmit the grievance to the Superintendent (or designee), within five (5) work days of the Association's receipt (or due date) of

the Level I disposition. The Superintendent (or designee) shall meet with the Association Representative and grievant, to review, discuss and attempt to resolve the grievance. The Superintendent (or designee) shall indicate his/her disposition of the grievance in writing. He/she shall have ten (10) work days, from receipt of the grievance, to convene the above meeting and to indicate his/her disposition in writing. A copy of the disposition will be furnished to the Professional Rights and Responsibilities Chairperson and to the grievant.

F. LEVEL III

If the Association is not satisfied with the disposition of the grievance at Level II (or if no disposition was made at Level II within the above time limits), the parties shall submit the matter to non-binding mediation before a mediator assigned from the Michigan Employment Relations Commission. If the matter is resolved at mediation, the resolution shall be reduced to writing and the grievance shall be considered resolved.

G. LEVEL IV

If the grievance has not been satisfactorily settled, the Association shall have the right, within thirty (30) calendar days after the mediation meeting, to submit such grievance to arbitration through the American Arbitration Association in accordance with their rules, which shall likewise govern the hearing.

A copy of the Demand for Arbitration will likewise be submitted to the Board. The Association may accomplish this by delivering a copy of the Demand for Arbitration to the Board Secretary, in care of the Superintendent, within the above-referenced 30 calendar days.

- H.** It is expressly agreed that the power and authority of the arbitrator shall be limited in each case to the resolution of the question submitted to him.
- I.** It is further specifically agreed that the arbitrator shall have no power to add to, subtract from or modify any of the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties.
- J.** The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be paid by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.
- K.** No decision in any one case shall resurrect or require retroactive adjustment in any other case previously settled or withdrawn.
- L.** The arbitrator shall have no power to establish salary scales.
- M.** The arbitrator shall have no power to rule on any of the following:
1. The termination of services of or failure to re-employ any probationary employee.
 2. The procedure and content of the evaluation of the teacher is not subject to the arbitration provision (Level IV) of the grievance procedure, unless required by law or Article 19 (except for final evaluation ratings below effective for tenured teachers).
 3. Non-renewal of a teacher in an extra-duty position.

4. Discipline, unless required by Article 19.
 5. Placement and layoff decisions, unless required by Article 19.
- N. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties.
- O. The term "work days", as used in this Article, shall refer to those days when the Districts' central administrative offices are open.
- P. By mutual agreement Expedited Arbitration may be used in Level IV of the grievance procedure. Rules of the American Arbitration Association for Expedited Labor Arbitration would be used.

ARTICLE 10 WORK HOURS

- A. The teacher's normal day shall be seven (7) hours and fifteen (15) minutes, including duty free lunch, unless permission is granted by the principal to leave earlier. When early release days are part of the District calendar (Appendix 2), students will be released two (2) hours early. Teachers are required to fulfill professional obligations during that time. The beginning and end times below may be adjusted by the District up to ten (10) minutes so long as the length of the day, as outlined above, is not thereby increased.

	Start Time	End Time
Grades 6-12	7:25 AM	2:40 PM
Grades 4-5	8:30 AM	3:45 PM
Grades 1-3	8:50 AM	4:05 PM
Grades Y5-K	8:35 AM	3:50 PM
Early Childhood Programs	8:10 AM	3:25 PM

1. Teachers shall be entitled to a duty-free uninterrupted lunch period of not less than thirty- five (35) minutes.
2. Recess assignments for K-3 elementary teachers will be rotated, as is the present practice so that each teacher will be provided with relief time. Elementary teachers in grades K-3 will have one 20-minute daily recess that will exclude transition time. Classroom teachers will work to make transition time as efficient as possible. If a teacher does not have a recess assignment, his/her time is to be used for instructional purposes and work responsibilities as determined by the teacher. Provided, that the time the teacher selects for recess must enable the District to count that interval as "instructional" time under the State School Aid Act and the Michigan Department of Education Pupil Accounting standards.

Elementary teachers in grades 4-6 will have one optional twenty (20) minute recess per day, supervised by the classroom teacher. If a teacher elects to have recess, the time selected must enable the District to count that interval as "instructional" time under the State School Aid Act

and the Michigan Department of Education Pupil Accounting standards. One teacher may supervise (2) classrooms at recess. This time is to be used for instructional purposes and work responsibilities as determined by the teachers. Further, if a teacher opts not to have recess, he/she shall provide instruction to students during that interval.

3. Teachers will schedule conferences with parents at a reasonable time before, during or after school, but as soon as practical after a request by parents.
4. When an elementary special subjects teachers must travel between District facilities during their work day, there shall be a period of not less than fifteen (15) minutes allocated for that purpose.
5. Teachers will attend the open house of their assigned building. Specialists who travel to more than one building will attend the open house at one building, as designated by the administration. Elementary and middle school open houses will be one (1) hour in length. The high school open house will be two (2) hours in length.

Teachers are expected to participate in a minimum of 12 hours of formal parent/teacher conferences at grades Y5-8 and 9 hours of formal parent/teacher conferences at grades 9-12. The dates, times and format will be mutually agreed upon by the building administrator and the school improvement team for that a building. For grades 6-12: up to two (2) of the hours listed above may be used as building wide structured parent engagement activities with final approval granted by the Associate Superintendent of Curriculum and Instruction, or designee.

Specialists who travel to more than one building will attend conferences reflected in their scheduled teaching assignment, as designated by the building principal, but shall not be required to more than twelve (12) hours total.

6. High school staff members will attend graduation. There will be no mileage or travel reimbursement for this event.

- B. Deans of students and student support specialists shall have a normal work day of eight (8) hours, including a duty-free lunch, unless permission is granted by their immediate supervisor to leave earlier. When early release days are part of the District calendar (Appendix 2), students will be released two (2) hours early. Employees are required to fulfill professional obligations during that time. The beginning and end times below may be adjusted by the District up to ten (10) minutes so long as the length of the day, as outlined above, is not thereby increased.

	Start Time	End Time
Secondary (Grades 6-12)	7:00 AM	3:00 PM
Upper Elementary (Grades 4-5)	8:00 AM	4:00 PM
Elementary (Grades 1-3)	8:15 AM	4:15 AM
Early Elementary (Grades Y5-K)	8:00 AM	4:00 PM

1. Employees shall be entitled to a duty-free uninterrupted lunch period of not less than thirty-five (35) minutes.
- C. The parties recognize that the hours of student contact time are subject to adjustment so that the District satisfies all requirements of the Revised School Code and State School Aid Act for full receipt of

foundation allowances and other appropriations.

The student day and teacher work day, as set forth in this Agreement, have been structured in anticipation of the number of required instructional hours to receive full foundation allowances and other appropriations, as required under Section 1284 of the Revised School Code and under corresponding provisions of the State School Aid Act. Additionally, in developing the student day and teacher work day the parties have relied on their interpretation of Section 101 (10) of the State School Aid Act that hours of professional development may be counted as hours of pupil instruction. If adjustments to the student day and/or teacher work day are necessary to meet instructional hour's requirements, the impact of any such adjustments will be reviewed with the Association prior to implementation.

ARTICLE 11 TEACHING LOADS

- A. All teachers shall receive a minimum planning period each regular workday, except in emergency circumstances. High school and middle school teachers shall have a daily planning period equivalent to the length of one regular class period. Elementary teachers shall be allowed an planning period equivalent to the length of one regular encore class period.
- B. Planning time will be adjusted accordingly for early release days.
- C. During the time a teacher is not scheduled for a class, it will not be necessary for him to remain at his station, but he must be available (in their assigned building) unless given permission to leave early as provided in Article 11-A.
- D. Lesson Plans:
 - 1. Lesson plans are required and shall be located in a designated place in the classroom or in an accessible virtual location agreed upon with the respective building principal or designee.
 - 2. Unit plans are to be designed using adopted state standards with consideration of using ongoing assessment to drive daily instruction.
 - 3. In case of absence, there will be a lesson plan available. An emergency lesson plan will be available in the teacher's physical sub folder by the second week of school.
- E. Department Chairpersons/Leadership Team Members:
 - 1. Any school department may have a department chairperson who shall be appointed by the principal. It is understood the department chairpersons are primarily classroom teachers but are given the additional task of assisting other teachers. At no time are department chairpersons considered supervisory personnel nor appointed without compensation.
 - 2. Each department chairperson will be appointed for a term not to exceed two (2) years. At this time, his/her appointment may be renewed for another two (2) years, or a new department chairperson will be appointed.

3. The duties of department chairpersons shall be outlined by the administration.
- F. The Board and the Association recognize the importance of the school improvement process and the requirement, established in Section 1277 of the Revised School Code, that the Board adopt and implement a school improvement plan. The administration will consider suggestions made by the building faculty regarding the identity of teacher representatives to be appointed to building school improvement teams. Those teams will function to advance the components of school improvement plans, as set forth in Section 1277 of the Revised School Code. Serving as a member of the school improvement team is distinct from serving as a department chair, although the parties recognize the need for coordination between those assignments.

ARTICLE 12 SPECIAL AND STUDENT TEACHING ASSIGNMENT

- A. For summer school programs, teachers shall be compensated at the rate established by the Board of Education, or designee.
- B. Supervisory teachers of student teachers shall be tenure teachers possessing the minimum of a Bachelor's degree in academic preparation who voluntarily accept the assignment. The administration shall make the assignment from among teachers who have indicated interest in this responsibility.
- C. Money received by the Charlotte Public Schools for placement of student teachers may be accessed by the supervising teacher for professional development or classroom related expenditures. Any such funds must be used by the conclusion of a school year in which the student teacher placement occurred.

ARTICLE 13 TEACHING CONDITIONS

- A. It is recognized by the Board that classroom and library materials, furnishings and equipment are an important aspect of an effective educational program. The Board agrees to continue its efforts in these areas as dictated by the financial condition of the District, the building facilities available and the best interest of the District, as deemed administratively feasible.
- B. It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The parties agree that class size shall meet the following standards except in traditional large group (team-teaching) instruction or experimental classes where the Association has agreed in writing to exceed the maximum.

1. Elementary (Y5-5)

Young Fives (Y5).....	Maximum: 21
	Absolute Maximum: 23
Grades K-3	Maximum: 25
	Absolute Maximum: 29
Grades (4-5)	Maximum: 30
	Absolute Maximum: 32

Elementary (Y5-5) special subjects teachers who instruct classes in excess of the above limits will be paid for each overload class as defined below. For each classroom teacher that receives an overload on the dates specified in Section 3 below, the encore teachers shall receive \$75. In the case where a classroom is split into all encore classrooms, for each overloaded encore section, the encore teacher will receive the \$75.

At the Elementary (Y5-5) level, in order to be counted for overload purposes, a student must be in the teacher's classroom an average of two (2) hours or more in an instructional day.

2. Secondary (6-12)

Grades (6-12) Maximum 32
Absolute Maximum: 34

At the secondary (6-12) level, the above class size limitations do not apply to traditional large group instruction formats (i.e. choir, band, except there shall be a cap of 45 for physical education).

The Board shall be free to make such adjustments as it deems necessary in the event of any contingencies which adversely affect the ongoing financial stability of the District.

3. Consistent with exclusions identified above, if the identified roster exceeds the thresholds above and exist on the dates listed below, the respective payment(s) shall be made on each respective date not to exceed four (4) payments in any given Contract year.

	October 1*	December 1*	March 1*	May 1*
Y5: 22 students	\$700	\$700	\$700	\$700
Y5: 23 students	\$900	\$900	\$900	\$900
K-3: 26 students	\$700	\$700	\$700	\$700
K-3: 27 students	\$900	\$900	\$900	\$900
K-3: 28 students	\$950	\$950	\$950	\$950
K-3: 29 students	\$1,050	\$1,050	\$1,050	\$1,050
4-5: 31 students	\$700	\$700	\$700	\$700
4-5: 32 students	\$900	\$900	\$900	\$900
6-12: 33 students	\$175/class	\$175/class	\$175/class	\$175/class
6-12: 34 students	\$225/class	\$225/class	\$225/class	\$225/class

*If the date listed is on a non-school day, the immediately following school day will be used.

- C. Teachers shall not be responsible for such non-professional responsibilities as bus and patrol duties. Except for the beginning of school and transitioning students to bus, such duties as collecting monies will be kept at a minimum and other non-professional personnel will be used.
- D. In the construction of any new buildings or the expansion of any existing buildings, where the following facilities are not now available, the Board will make available in each school of five rooms or more adequate lunchroom, restroom and lavatory facilities exclusively for employee use and at least one room, appropriately furnished, which shall be reserved for use as an employee lounge.

ARTICLE 14
PROTECTION OF BARGAINING UNIT MEMBERS

- A. Since the teacher's authority and effectiveness in his classroom is undermined when students discover that there is insufficient administrative backing and support of the teacher, the Board recognizes its responsibility to give all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom. The Board further recognizes that the teacher may not fairly be expected to assume the role of custodian for emotionally disturbed students nor be charged with responsibility for psychotherapy. A classroom teacher shall be provided with reasonable support when student behavior is reasonably beyond the control of a single staff person because of the student's misbehavior, consistent with MTSS practices. When a particular pupil requires the attention of special counselors, social workers, law enforcement personnel, physicians or other professional persons, the Board and/or administration will take reasonable steps which are not in violation of any rights of the student to assist teachers with the successful management of such pupil. Teachers also recognize their responsibility to provide support and assistance to the Board and the administration with respect to maintaining discipline and control in the school.

At the beginning of each school year the administration will distribute to faculty the District's policy on corporal punishment, including alternatives to the use of corporal punishment.

- B. Any employee who believes that they have been physically, mentally, or sexually assaulted by a student in the course of performing their duties shall promptly report the incident, in writing, to their supervising building or program administrator. The administration shall promptly investigate the employee's claim of assault and shall provide a copy of the report to the employee.

The Board will determine whether or not it will report the incident to law enforcement authorities and will inform the employee whether or not such a report has been made. If requested by the employee, the Board shall assist the employee in contacting law enforcement authorities regarding the incident.

- C. Time lost by an employee in connection with any assault incident mentioned in paragraph B of this Article shall not be charged against the employee, provided that the employee is not responsible for the incident.
- D. If in the performance of regular or assigned duties an employee, without negligence on his part, shall suffer damage to his clothing or other personal property including vehicles parked in designated areas to the extent of \$50.00 but not more than \$200.00, the Board shall make reimbursement consistent with the following conditions if the damage was caused by a student: 1. The damage is not covered by insurance policies held by the District and/or employee; 2. The employee did not violate any Board policies. All claims submitted by the employee shall contain proof of valuation and damage.
- E. Employees shall be expected to exercise reasonable care with respect to the safety of pupils and property, but shall not be individually liable, except in the case of negligence or neglect of duty, for any damage or loss to person or property; the District will provide annual in person training (to the extent allowable by federal, state, or local law or orders) regarding District policy for appropriate student interventions to support classroom safety.
- F. Each employee shall have the right, upon reasonable request to the Superintendent or designee, to review the contents of his personnel file. An Association representative may be in attendance.

- G. A bargaining unit member may ask an Association Representative to be present when a bargaining unit member is asked to formally meet with an Administrator.
- H. The District will reasonably assist employees in filing workers compensation claims to obtain appropriate medical or mental health services for harm resulting from student incidents related to work activities.

ARTICLE 15

MISCELLANEOUS PROVISIONS

- A. Teachers shall be informed of a telephone number to call before 6:30 AM to report unavailability for work, except where an emergency or unforeseen event prevents the teacher from calling by that time. In such circumstances, teachers shall call as soon as possible. Once a teacher has reported unavailability, it shall be the responsibility of the administration to arrange for a substitute teacher.

In case of emergency or in some situations which would serve the interests of the Association and the Board, a teacher may substitute for another teacher for a class period or a portion thereof as a professional courtesy. In situations where the teacher's absence will be charged against a leave, the substituting teacher shall receive the hourly stipend upon completion of the appropriate form in the office.

- B. Bargaining unit members employed full time by the District shall be allowed to do work outside of their contractual obligations provided that such work does not interfere with their duties and efficiency in the school system.
- C. The Superintendent may request that any bargaining unit member have a physical or mental examination when he feels the interests of the employee, the staff, or the students are jeopardized. The cost of the physical or mental exam shall be paid by the Board.
- D. This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. It shall likewise supersede any contrary or inconsistent terms contained in any individual bargaining unit member contracts heretofore in effect. All future individual bargaining unit member contracts shall be made expressly subject to the terms of this Agreement. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- E. Copies of this Agreement shall be posted on the District's website and available for copying upon request.
- F. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- G. The Board and Association declare their continued mutual commitment to school improvement, professional development, and the enhancement of instructional effectiveness. The parties additionally recognize that an important component of both school improvement and professional development involves collaboration among teachers and administrators respecting the curriculum, teaching methodology and related matters.

1. Teacher collaboration will occur weekly, excluding weeks with a full professional development day, with each meeting having a duration not to exceed sixty (60) minutes. These meetings may be mutually arranged consistent with the District calendar and aligned with the District and building school improvement plans.
 2. Guidance counselors, deans of students, and student support specialists may be excused from weekly collaboration meetings when the subject matter of the meeting is wholly unrelated to any duty and preapproval in writing is obtained from Associate Superintendent of Curriculum & Instruction, or designee.
- H. An administrator or a person authorized by the administrator (principal) will be present at all high school night dances in the event the teacher recognizes the need for an additional person. The principal will furnish that person.
- I. The parties shall periodically meet to review the Agreement.
- J. An emergency manager appointed under the Local Government and School District Fiscal Accountability Act is authorized to reject, modify or terminate this Agreement as provided in that enactment.

ARTICLE 16

PROFESSIONAL IMPROVEMENT

- A. Each bargaining unit member in the school system must continue to improve professionally. Professional development programs will be provided cooperatively by the administration, School Board and faculty.
- B. Professional development shall be structured to satisfy the requirements of Section 1527 of the Revised School Code. All teachers are required to attend the professional development days designated on the school calendar.
- As a condition of continued employment, each probationary teacher subject to the professional development requirements of Section 1526 of the Revised School Code (or its successor provision) shall complete those requirements within the time provided by statute. The Board shall not be obligated to compensate the probationary teacher for either the time connected with completion of these requirements or for other associated costs such as enrollment, course and/or registration fees. New teacher training/academy shall be provided by the district or the ISD and not at the cost of the teacher.
- C. Professional improvement shall be defined as professional or subject matter improvement and shall not be construed as to imply the taking of any specific course or number of courses in any given period of time by a tenure teacher, unless that teacher has been placed on an Individualized Development Plan or is required to take the course in order to possess the requisite certification and/or qualification to hold an assignment.
- D. The parties support the principles of continuing training of teachers, participation by teachers in professional organizations in the areas of their specialization, leaves for work on advanced degrees or special studies and participation in community education projects.

- E. The building principal and CEA-appointed staff will recommend attendance at educational conferences, conventions or visitation to other schools as mutually agreed upon by the Parties. Travel, meals, lodging and registration fees shall be deemed appropriate expenses of the Board, as well as the cost of the substitute teacher needed to relieve the participant. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation.
- F. The Board may provide, upon application, the necessary funds for other conferences. A teacher attending such conferences and meetings shall be granted sufficient leave time to attend without loss of compensation.
- G. At the request of the Association or on the Board's initiative, arrangements may be made for after-school courses, workshops, conferences and programs designed to improve the quality of instruction. Every effort will be made to obtain people of the highest qualification to participate in the presentation of such programs. All bargaining unit members desiring to attend shall be allowed to do so.
- H. Unless preapproved in writing by the Superintendent or designee, bargaining unit members who are absent on professional development days or hours due to either paid leave taken under Article 6 or unpaid leave taken under Article 7 of this Agreement shall be responsible for the District provided content covered during those professional development opportunities in which the teacher did not participate due to such paid or unpaid leaves of absence authorized by the collective bargaining agreement.

However, in the event that a bargaining unit member's pattern of absence causes the administration to reasonably suspect that the teacher may be seeking to avoid participation in otherwise required professional development activities, the administration shall convene a meeting with the teacher (and Association, if requested by the teacher) to investigate and discuss that concern.
- I. Where a bargaining unit member is absent, with prior administrative approval, from professional development (at times specified in Article 16 of this Agreement and as designated on the School Calendar) because the teacher has a conflicting commitment (i.e., scheduled competition or league event) for the performance of other duties for Charlotte Public Schools which are compensated on Schedule B of the Agreement, that teacher shall be responsible for checking with his/her building administrator, or (his/her designee), regarding the content of the professional development missed.
- J. District wide common professional development time occurring on early release days identified in calendar shall be aligned with the building and district improvement plans, and shall be directed by the building administrator. Attendance is mandatory unless excused.

ARTICLE 17

PROFESSIONAL BEHAVIOR

- A. The Board recognizes that the Code of Ethics of the Educational Profession is considered by the Association and its membership to define acceptable criteria of professional behavior. The Association shall deal with ethical problems in accordance with the terms of such Code of Ethics of the Education Profession.
- B. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performance, or other violations of discipline by a teacher reflect adversely upon the teaching profession and create undesirable conditions in the school building.

ARTICLE 18 SENIORITY

- A. In April of each year, the Board shall provide the Association with a current bargaining unit seniority list and post same on teacher bulletin boards. By November 1, a list of additions and deletions of bargaining unit members will be posted in each building.
1. The bargaining unit member's seniority date shall be defined as the date of beginning of employment under contract.
 2. Should two or more bargaining unit members have the same seniority date the signing date will be used to break the tie. For teachers hired on or after July 1, 1994, ties shall be broken by reference to the date on which the bargaining unit members signs acceptance of employment intent, pending completion of a background check.
 3. Should a tie still exist, early extra-curricular assignments under contract shall be used to break the tie.
 4. Bargaining unit members still having the same seniority date shall participate in a drawing to determine position on the seniority list. The drawing will be conducted openly and at a time and place which will reasonably allow affected teachers and Association Representatives to be in attendance.
 5. The seniority list shall include the bargaining unit member's hire date, the adjusted date, the present assignment, and specify the areas in which the teacher is certified.
 6. Only members of the bargaining unit shall accrue seniority within the bargaining unit.
 7. If the bargaining unit member's employment is terminated, except as provided in Article 7 Paragraph D, seniority shall not be retained.
 8. Bargaining unit members contracted on a part-time basis, e.g., half-days or half-weeks, shall accrue full seniority.
 9. Upon return to the bargaining unit, administrators who have had teaching experience in the District shall have that teaching experience recognized as seniority under this Agreement.
- B. Unpaid leaves of absence shall not add to a bargaining unit member's seniority except as noted in Number 1 below. However, said leaves shall not constitute a termination of employment.
1. Time spent on paid leave, layoff, and/or unpaid leave pursuant to Article 7 ¶D, or military leave, shall be considered as service with the employer and seniority shall continue to accrue.
 2. Time spent on unpaid leave of absence shall result in an adjustment of the bargaining unit member's seniority date according to the following formula:

Number of days on leave

Number of days in school year x Number of days in calendar year =

Number of days of adjustment to seniority date.

3. All adjustments in seniority dates as computed above shall be rounded to the nearest whole day.
- C. It is the responsibility of each teacher in this bargaining unit to have on file at the central human resources office a current teacher's certificate. It is further the responsibility of each teacher to make certain that the teaching certificate on file at the central personnel office contains the proper and complete teaching endorsements that the teacher is entitled to. It is also the responsibility of each teacher to make sure a statement of his/her "qualifications" as defined in this Article is on file at the central human resources office.
1. It is the responsibility of the teacher, whether on layoff or employed, who received or is entitled to additional endorsement on his teaching certificate, or who has enhanced qualifications as defined in this Article, to take all necessary steps to have his teaching certificate and credentials updated at the central personnel office. If a teacher anticipates renewing an expiring certificate or attaining additional certification or qualifications by June 30, he/she shall provide written notice to the human resources office by February 1, together with institutional verification of the teacher's progress toward the attainment(s) and that the attainment(s) will occur on or before June 30. If these requirements are satisfied, the teacher will be considered certified and qualified for those areas for purposes of staff assignments and reduction that are made on or before June 30 for the ensuing school year.

ARTICLE 19

TEACHER EVALUATION, PLACEMENT, REDUCTION AND RECALL, AND DISCIPLINE

- A. All bargaining unit members will be evaluated pursuant to the following:
1. Concerning the evaluation district teachers, the parties agree as follows:
 - a) All district teachers, including all teachers of record, will be evaluated pursuant to the Marzano performance evaluation system. The District will measure student growth as 20% of the evaluation. For all contract years, student growth will be administered as follows:
 1. District (50% of student growth) M-STEP/PSAT
 2. GA/PA/WA/CUE: 80% of students achieve mastery of content. Mastery is considered a level 2 and above on all power standards.
 3. CMS/CHS: 80% of students achieve mastery. Mastery is considered 70% and above on final grades.
 - b) Teachers will be given an opportunity to identify specific performance goals, in conjunction with their evaluator, to improve their effectiveness in the upcoming school year.
 - c) A teacher, with written consent from the Associate Superintendent of Curriculum and Instruction, shall be allowed to eliminate data about student growth attributable to students if they have missed more than forty-five (45) days in yearlong courses or more than twenty-two (22) days in semester long courses. Teachers may petition the Associate Superintendent for Curriculum and Instruction (or designee) to have additional data

eliminated due to extenuating circumstances; the Associate Superintendent of Curriculum and Instruction (or designee) has full discretion to accept or deny the petition.

- d) If a tenured teacher has been rated “highly effective” prior to July 1, 2024 or “effective” for three (3) consecutive year-end evaluations, they shall be evaluated every third year thereafter except, teachers on triennial schedules shall meet with their evaluator and set a specific performance growth plan during the “off” years of their respective three (3) year evaluation cycle. If a teacher is placed on an IDP, moves to a new assignment, or is subsequently rated below “effective” on a year-end evaluation, the Teacher may, in the District’s discretion, be evaluated annually until receiving an “effective” rating for an additional three (3) consecutive years. Unless otherwise agreed, the District and Association shall meet each contract year to comprise a list of tenured teachers and their evaluation status for the current school year.
- e) All teachers on probation will receive an individualized development plan (“IDP”) as required by the Tenure Act. Teachers qualifying for an IDP under the teacher evaluation requirements in the Revised School Code also shall received an IDP. This paragraph does not limit the District’s authority to place teachers on IDP’s for reasons that are not required by law.
- f) Teachers preliminarily will be advised of who will be conducting their observation and evaluation prior to the commencement of the evaluation process. Should circumstances warrant a change in the evaluator, the teacher will receive notice from the Associate Superintendent of Curriculum and Instruction (or designee).
- g) A teacher may submit a written request to the Director of Human Resources for a secondary (alternative) evaluator. The request must be submitted within ten (10) working days of receiving the notice in Section A.5 of this Article or within ten (10) working days of a qualifying event as defined below. A request may be granted under the following circumstances:
 - 1. A documented personal or professional conflict exists between the teacher and the primary assigned evaluator that may compromise an objective evaluation.
 - 2. The primary assigned evaluator has an active, documented grievance or formal dispute pending with the teacher.
- h) Administrators will complete all observations before the last week of school (except when extenuating circumstances arise, and the new timeline is discussed with the teacher prior to the normal deadline).
- i) All teachers may submit a rebuttal to the evaluation which will be included in their personnel file and attached to the year-end evaluation. The rebuttal will be limited to five (5) sheets of 8 ½ inch by 11-inch paper.
- j) Within the first two weeks of each school year, the District shall describe the evaluation system to teachers present at professional development training. A digital copy of the evaluation tool will be electronically available online.
- k) Probationary teachers, except as required by law, cannot challenge any aspect of the

evaluation process, including observations, the IDP, the mid-year performance review or their assigned rating.

- l) An arbitrator has jurisdiction to consider a grievance filed under the grievance procedure by a tenured teacher who receives an overall evaluation score lower than “Effective”.
2. Concerning the evaluation of Guidance Counselors, Student Support Specialists & Deans of Students, the parties agree as follows:
 - a) Those positions will be evaluated using the Standards for Success tool, unless otherwise agreed upon in writing by the parties.
 - b) In years where the tool is not made available to the employee, the employee will be rated “Effective” overall.
 - c) The employees will be given an opportunity to identify specific performance goals, in conjunction with their evaluator, to improve their effectiveness in the upcoming school year.
 - d) If the Associate Superintendent of Curriculum and Instruction, or their designee, and bargaining unit member agree that a component of the evaluation tool is not applicable to their position, the parties may mutually agree to disregard that component of the evaluation tool.
 - e) Any noncompliance with the evaluation process shall be subject to the grievance process up through mediation; except a guidance counselor, student support specialist or dean employed with the District in such position more than three school years may challenge an overall rating below “Effective” to arbitration.
 - f) Employees’ primary evaluator will be their direct supervisor, unless otherwise agreed upon by both parties.

B. Concerning teacher placement and reduction/recall decisions, the parties agree as follows:

1. The parties agree that the goal is to employ and retain the best performing individual(s) for any District teacher placement, reduction and recall decision.
2. Beginning September 1, 2024, “Seniority Date of Hire” will be determined by the date when the teacher signs their Letter of Intent with the District to perform a teaching position covered by the recognition clause. Any ties on “Seniority Date of Hire” will be broken by a draw process. The draw process will be conducted at a mutually agreed upon time and place for the District and the Association, in a manner agreed upon by the parties.
3. The Superintendent or designee decides placement decisions, when a vacancy exists and when a posting is made, consistent with this Paragraph B. A “vacancy” shall be defined as an unassigned, open position or a newly created position which the District intends to fill. A teaching vacancy shall be posted a least five (5) days prior to being filled, unless a shorter timeframe is necessary for business reasons. The District will add a link to teacher vacancies in a weekly email. The Parties agree that the ultimate goal is to employ an individual that positively benefits the students.

4. Acting within the approved budget, the Superintendent is responsible for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for existing staff or that a reduction in teaching staff is necessary due to a program, curricular, or other operational consideration(s), the Superintendent will recommend to the Board the teaching positions to be reduced.
5. The Superintendent or designee has discretion to hire, place, transfer, reduce, or layoff or recall a teacher into a position for which they are certified for, but only for a reason that is not arbitrary or capricious including, but not limited to, the following clear and transparent factors:
 - a) Effectiveness as measured under the District's performance evaluation system consistent with Section 1249 of the Revised School Code.
 - b) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - c) Credentials needed for District, school, or program accreditation (including highly qualified certification endorsement);
 - d) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - e) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - f) Disciplinary record, if any;
 - g) Length of service in a grade level(s) or subject area(s);
 - h) Recency of relevant and comparable teaching assignments;

When all criteria are considered equal amongst the potentially qualified teacher for a placement, layoff, or recall decision, the teacher with the most seniority will be awarded the position.

In the case of a mid-year involuntary transfer that does not concern discipline, the impacted staff will be alerted to the possible change in a meeting with Association representation.

6. A teacher is eligible for recall for 18 months from the date the district implemented the reduction in force. Teachers placed on layoff will continue to receive all insurance benefits until the end of the month following the layoff notice. Teachers wishing to continue insurance beyond that point may do so on their own by purchasing COBRA continuation coverage. Teachers returning from layoff will be considered active employees upon receiving notice. Should a teacher refuse to return from layoff within five (5) business days during the school years, or ten (10) calendar days during the summer break, they shall be deemed to have voluntarily quit. All fringe benefits will be restored to teachers returning from layoff.
7. Probationary teachers cannot grieve any aspect of this Article 19, Section B. Non-probationary

employees may grieve alleged violations of this Article 19, Section B through mediation, and may appeal a grievance past mediation to the full Board of Education for consideration. A non-probationary employee has fifteen (15) business days following the conclusion of mediation to request the Board level hearing. An employee may request a closed session as part of the Board hearing if permissible by law.

C. Concerning teacher discipline, the parties agree as follows:

1. For tenured teachers, discipline may only be issued for non-arbitrary or capricious reasons, except in circumstances where the Teachers' Tenure Act applies a different standard. The parties subscribe to the concept of progressive discipline as required by law, and may consider the length of time between disciplinary actions when implementing the disciplinary penalty. For disciplinary IDPs, the teacher will be provided an opportunity to offer feedback, but the IDP goals related to discipline remain in the sole discretion of the administration.
2. If a fact-finding investigation concludes by a preponderance of the evidence that a bargaining unit member engaged in conduct warranting discipline, the appropriate level of discipline will be guided by the following:
 - a) Seriousness of the offense;
 - b) The member's prior disciplinary and employment record;
 - c) Whether the bargaining unit member engaged in similar or like past conduct known to the District's administration and the discipline imposed for those infractions;
 - d) The existence of aggravating or mitigating factors as determined by the Superintendent or designee;
 - e) Applicable federal or state law;
 - f) The employee's acceptance of responsibility;
 - g) The likelihood of recurrence; and
 - h) Other relevant non-arbitrary or capricious reasons.

Disciplinary measures may include verbal warning (memorialized in writing), written reprimand, unpaid suspension, financial penalty, or discharge. The District reserves the right to apply a disciplinary measure it determines to be appropriate to a specific set of circumstances. The District may consider additional preventative measures to address the misconduct, including training, coaching, and other remedial measures.

3. Discipline that is four (4) years or older (other than "unprofessional conduct" per the Revised School Code), will be deleted from the file prior to releasing the information to a third party, if allowable by law.
4. Any specific complaint toward a teacher, which warrants investigation, shall be called to the teacher's attention. Complaints not resulting in discipline will not be placed in the teacher's personnel file.

5. All discipline will be in writing and placed in an individual's personnel file, and the teacher will be forwarded a copy. The teacher may submit a rebuttal statement limited to five (5) 8 ½ inch x 11 inch sheets of paper.
6. Any discipline can be appealed to the Superintendent. If the appeal to the Superintendent is unsatisfactory, then the non-probationary employee may apply the grievance procedure up to and including mediation. If no agreement is reached in mediation, a non-probationary employee may appeal the grievance to the full Board of Education for a hearing on the matter if the discipline resulted in a loss of pay. Further, a non-probationary employee has fifteen (15) business days following the conclusion of mediation to request the Board level hearing. Said employee may request a closed session as part of the Board hearing if permissible by law. If discipline results in a suspension without pay for more than two (2) consecutive days then the non-probationary employee may escalate to arbitration after the Board of Education hearing. After the non-probationary employee returns from unpaid suspension they will be placed on a Performance Improvement Plan (PIP) unless mutually agreed upon by both parties. Except as expressly allowed herein, discipline may not be grieved.
7. If a teacher's personnel file is requested pursuant to a Freedom of Information Act request, the District will notify the employee and the Association that the request was received.
8. Employees shall have full Weingarten Rights. New hires and returning teachers will be notified of their Weingarten Rights annually. If requested, the Association representative shall be informed of the general subject matter of any meeting a teacher is required to attend in advance of such required meeting.

ARTICLE 20 FRINGE BENEFITS

The Board of Education, for a twelve-month period (July 1 – June 30) during each year of this Agreement, shall make premium contributions, specified below, on behalf of employees (and eligible dependents) for one of the following option packages. The employee shall elect one of the following option packages during open enrollment and the decision shall be irrevocable for that school year, unless a qualifying life event necessitates change. The election shall be made in conjunction with the Section 125/Flexible Benefits Plan developed and administered by the Board.

A. Option Package 1

1. For the 2026-2027 and 2027-2028 school years, the Board's contribution for health plan medical benefit costs shall not exceed the following amounts per month:

Single:	\$ 615.00
Two Person:	\$ 1,380.00
Family	\$ 1,800.00

For the 2027-2028 school year, the rates shall be per month:

Single:	\$ 633.00
Two Person:	\$ 1,421.00
Family	\$ 1,854.00

2. Any health plan medical benefit costs required to maintain coverage in excess of the Board monthly contributions specified above for Plan A shall be the responsibility of the bargaining unit member and shall be payroll deducted from the wages of that individual.
3. Option Package 1 shall include the following for members working 30 or more hours per week.
 - a. Health Plan: Employees enrolling in Option Package 1 will select their coverage level from a health plan mutually agreeable to the parties.
 1. In the event that the premium increases by more than ten percent (10%) during the term of this Agreement, the District shall notify the Association in writing regarding the increase. A meeting between the District and the Association will take place within fifteen (15) business days to discuss the increase. The Association may reopen negotiations regarding the selection and specifications of health insurance plans(s) by providing the Board with at least fifteen (15) business days' written notice from the date of such meeting. Any such negotiations shall be limited to changes intended to reduce costs for employees. If this reopener option is exercised, it shall not include any other provisions of this Agreement including, but not limited to, the Board contributions specified in ¶ A (1) of this Article.
 - b. Dental Plan: Employees enrolling in Option Package 1 may select a coverage level from a dental plan established by the District.
 - c. Term Life Insurance: Upon submission of written application, the Employer shall make premium payments for group term life insurance coverage in the amount of forty-five thousand dollars (\$45,000).
 - d. Vision Plan: Employees enrolling in Option Package 1 may select a coverage level from a vision plan established by the District.
 - e. Hearing Aid: \$3,000 maximum over 36 months – devices only.
 - f. Long Term Disability Insurance: 66 2/3% of average weekly earnings; benefit after a 90-calendar day qualifying period (modified fill). The maximum monthly income benefit shall be \$5,000. The employee and the District are restricted and bound by the certification requirements of the LTD carrier.

B. Option Package 2

1. Plan B shall include the following:
 - a. Dental Plan – same as Option Package 1
 - b. Vision Plan – same as Option Package 1;
 - c. Term Life Insurance – same as Option Package 1

- d. Long Term Disability Insurance – same as Option Package 1
 - e. A cash stipend, in the amount of \$440.00 per month. All cash in lieu payments are conditional upon the District receiving documentation of other coverage that meets the Affordable Care Act minimum value and coverage requirements.
- C. The Board and the Association recognize that any employee-contributed amounts remaining in the Flexible Benefits Account of a bargaining unit member (are forfeited and in accordance with the District's Section 125 Plan and applicable law. The parties agree that any and all such forfeited amounts, attributable to members of the Association's bargaining unit, shall be used in accordance with applicable law:
- D. Dual coverage (i.e. internal coordination of benefits only) for spouses shall not be permitted where both are employed by the Charlotte Public Schools and are otherwise eligible for coverage.
- In that event, one spouse shall be designated as a dependent for insurance coverage purposes. That person shall instead be enrolled in Option Package 2 (Plan B), above.
- E. Employees newly hired by the Board shall be eligible for Board-paid insurance premiums upon acceptance by the insurance carriers of the written application. Employees who are separating from the District will have their Board-paid premiums discontinued at the end of the month of separation, as stated in the employee's retirement notice or letter of resignation. Employees may consult with the Human Resources Department for informational purposes.
- F. Changes in family status shall be reported by the employee to the personnel office within thirty (30) days of such change.
- G. The Board agrees to make the premium contributions specified in this Article for the duration of this Agreement. Disputes over policy coverages between the insurance company and employees or their beneficiaries shall not be subject to the grievance procedure but shall be a matter solely between the employee and the insurance company. Any disputes over the Board's compliance with the terms of this Article shall, however, be subject to the provisions of the grievance procedure.
- H. Regarding any term life insurance provided under this Agreement, upon layoff or termination from employment, it shall be the employee's responsibility to contact the insurance carrier to exercise any statutory conversion right.
- I. Home event athletic pass (regular season home games only) shall be provided for individual bargaining unit members. Bargaining unit members represent the district at all athletic events, and shall be "on call" if assistance is needed by administrators.
- J. Individual bargaining unit members shall only pay the student admission rate when attending district student performances exclusively concerning Charlotte Public School students at CPAC.

**ARTICLE 21
SALARIES**

**SCHEDULE A
2026-2027 TEACHER/GUIDANCE COUNSELOR SALARY SCHEDULE**

STEP	BA	BA+15	MA	MA+15	MA+30
1	\$42,975	\$43,805	\$45,074	\$45,945	\$47,723
2	\$44,012	\$44,862	\$46,163	\$47,056	\$48,878
3	\$46,137	\$47,030	\$48,396	\$49,334	\$51,247
4	\$47,030	\$48,365	\$49,910	\$51,120	\$53,105
5	\$49,307	\$50,940	\$52,423	\$53,442	\$55,519
6	\$51,697	\$52,701	\$54,237	\$55,292	\$57,443
7	\$54,207	\$55,261	\$56,874	\$57,981	\$60,241
8	\$55,261	\$56,336	\$59,180	\$61,240	\$63,630
9	\$56,336	\$59,180	\$63,300	\$64,845	\$67,379
10	\$57,433	\$61,755	\$66,081	\$67,935	\$70,592
11	\$58,552	\$62,960	\$67,373	\$69,264	\$71,974
12	\$60,275	\$64,816	\$69,362	\$71,310	\$74,103
13	\$61,456	\$66,089	\$70,726	\$72,713	\$75,562
14	\$62,056	\$66,735	\$71,418	\$73,425	\$76,303
15	\$62,661	\$67,387	\$72,117	\$74,145	\$77,051
16	\$63,273	\$68,046	\$72,824	\$74,871	\$77,806
17	\$63,890	\$69,411	\$73,537	\$75,605	\$78,569
18	\$64,514	\$70,090	\$74,257	\$76,346	\$79,340
19	\$65,144	\$70,776	\$74,985	\$77,094	\$80,118
20	\$65,780	\$71,468	\$75,720	\$77,849	\$80,905
21	\$66,422	\$72,168	\$76,461	\$78,613	\$81,698
22	\$67,071	\$72,874	\$77,211	\$79,384	\$82,500
23	\$67,727	\$74,302	\$78,725	\$80,941	\$84,120
longevity 24+ Years	+3%	+3%	+3%	+3%	+3%
Super Step	\$69,272	\$75,862	\$80,286	\$82,502	\$85,681

SCHEDULE A
2027-2028 TEACHER/GUIDANCE COUNSELOR SALARY SCHEDULE

STEP	BA	BA+15	MA	MA+15	MA+30
1	\$44,475	\$45,305	\$46,574	\$47,445	\$49,223
2	\$45,512	\$46,362	\$47,663	\$48,556	\$50,378
3	\$47,637	\$48,530	\$49,896	\$50,834	\$52,747
4	\$48,530	\$49,865	\$51,410	\$52,620	\$54,605
5	\$50,807	\$52,440	\$53,923	\$54,942	\$57,019
6	\$53,197	\$54,201	\$55,737	\$56,792	\$58,943
7	\$55,707	\$56,761	\$58,374	\$59,481	\$61,741
8	\$56,761	\$57,836	\$60,680	\$62,740	\$65,130
9	\$57,836	\$60,680	\$64,800	\$66,345	\$68,879
10	\$58,933	\$63,255	\$67,581	\$69,435	\$72,092
11	\$60,052	\$64,460	\$68,873	\$70,764	\$73,474
12	\$61,775	\$66,316	\$70,862	\$72,810	\$75,603
13	\$62,956	\$67,589	\$72,226	\$74,213	\$77,062
14	\$63,556	\$68,235	\$72,918	\$74,925	\$77,803
15	\$64,161	\$68,887	\$73,617	\$75,645	\$78,551
16	\$64,773	\$69,546	\$74,324	\$76,371	\$79,306
17	\$65,390	\$70,911	\$75,037	\$77,105	\$80,069
18	\$66,014	\$71,590	\$75,757	\$77,846	\$80,840
19	\$66,644	\$72,276	\$76,485	\$78,594	\$81,618
20	\$67,280	\$72,968	\$77,220	\$79,349	\$82,405
21	\$67,922	\$73,668	\$77,961	\$80,113	\$83,198
22	\$68,571	\$74,374	\$78,711	\$80,884	\$84,000
23	\$69,227	\$75,802	\$80,225	\$82,441	\$85,620
longevity 24+ Years	+3%	+3%	+3%	+3%	+3%
Super Step	\$70,772	\$77,362	\$81,786	\$84,002	\$87,181

EXTRA DUTY PAY SCHEDULE "B"

The following shall govern Athletic Coaching positions:

- A. "Same sport" means the same activity, at the same or different competitive/age levels. Example: Middle School Basketball and High School Basketball are the same sport. Also, softball/baseball and cross-country/track shall be considered the same sport.

If a sport does not meet the definition of "same" above, then it shall be designated as a new sport for the purpose of the teacher gaining service credit. For example, if an individual who had been coaching track for ten (10) consecutive years begins to coach basketball in his/her eleventh (11th) year, then he/she would be considered a new coach in basketball and fall under the "new coach" provisions.

- B. "Year", for purpose of extra duty pay means a full preseason, competitive and post-season (if pertinent) in a particular sport at Charlotte Public Schools.

- C. "Consecutive" means successive years. Leave of absences will count as consecutive years if they are recognized for longevity purposes under Article 5 ¶ N of this agreement.

- D. It is further agreed that the District may, under special circumstances, place a coach with previous experience in the same sport (but outside the District) at a higher step on the extra duty pay.

- E. Steps on the Extra Duty Schedule B shall be defined as:

1. Step 1: 1-3 years of coaching the same sport at Charlotte Public Schools.
2. Step 2: 4-6 years of coaching the same sport at Charlotte Public Schools.
3. Step 3: 7 or more years of coaching the same sport at Charlotte Public Schools. The years must be consecutive unless mutually agreed otherwise between the AD and the coach due to extenuating circumstances.

- F. Athletic coaches employed with the district during the 2015-2016 school year will be paid at the higher of their current coaching salary (2015-2016) or the applicable step assignment in the Extra Duty Pay Schedule. Hold harmless existing coaches as of May 17, 2016, at contract rate or higher. All new hires after ratification of this agreement are subject to this new schedule.

- G. Associate Assistant and non-teacher coaches shall not be affected by the terms of this Agreement.

- H. Evaluations will be done at the discretion of the Superintendent or Designee.

As deficiencies in coaching performance become known to administration, they should be shared with the coach as soon as possible. Any such deficiencies, as judged by the supervising administrator, may, at the option of the administrator, be remediated by offering the coach an I.D.P./P.O.A. In addition, any coach may request an I.D.P./P.O.A.

The coach and administrator will work cooperatively to establish the I.D.P./P.O.A., which will include performance objectives, a plan for meeting them and applicable timelines.

It is understood by the parties that the administration will make the final decision regarding the offering of an I.D.P./P.O.A., the plan's structure and whether or not the coach has successfully met the goals established.

The purpose of this option is to provide coaches with assistance in areas of their performance needing improvement. Success in this attempt stands to benefit the coaches involved, as well as the student-athletes they serve.

- I. High School coaches should be assigned to no more than three (3) coaching assignments except in emergency situations as determined by the Board of Education.
 - 1. Student Achievement that occurs before or after the teacher work day, with prior administrative approval, will be paid at the Hourly Stipend rate.
- J. The Board reserves the absolute right to appoint those persons to hold positions in Adult Education, High School Completion and Community Education. Teachers will be offered an opportunity to bid for these positions, but the final choice is reserved to the Board.
- K. Student Clubs are those activities approved by the administration which are open to all interested students in a school building or a specific grade level.
- L. Job descriptions will be available upon request by contacting the Director of Human Resources.

SCHEDULE B EXTRA DUTY PAY 2026-2028

SECTION 1: ATHLETICS				
Program	Position	Level 1	Level 2	Level 3
Baseball	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Baseball	Junior Varsity	\$ 2,185	\$ 2,600	\$ 3,120
Baseball	Freshman	\$ 2,185	\$ 2,600	\$ 3,120
Softball	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Softball	Junior Varsity	\$ 2,185	\$ 2,600	\$ 3,120
Softball	Freshman	\$ 2,185	\$ 2,600	\$ 3,120
Volleyball	Varsity Head Coach	\$ 3,430	\$ 4,460	\$ 5,360
Volleyball	Junior Varsity	\$ 2,290	\$ 2,745	\$ 3,300
Volleyball	Freshman	\$ 2,290	\$ 2,745	\$ 3,300
Volleyball	8th Grade	\$ 1,560	\$ 2,030	\$ 2,435
Volleyball	7th Grade	\$ 1,560	\$ 2,030	\$ 2,435
Football	Varsity Head Coach	\$ 3,870	\$ 5,025	\$ 6,035
Football	Junior Varsity	\$ 2,600	\$ 3,120	\$ 3,745
Football	Freshman	\$ 2,600	\$ 3,120	\$ 3,745
Football	Varsity Assistant (Limit 3)	\$ 2,060	\$ 2,470	\$ 2,970
Basketball, Girls	Varsity Head Coach	\$ 3,870	\$ 5,025	\$ 6,035
Basketball, Girls	Junior Varsity	\$ 2,600	\$ 3,120	\$ 3,745
Basketball, Girls	Freshman	\$ 2,600	\$ 3,120	\$ 3,745
Basketball, Girls	8th Grade	\$ 1,770	\$ 2,290	\$ 2,705
Basketball, Girls	7th Grade	\$ 1,770	\$ 2,290	\$ 2,705
Basketball, Boys	Varsity Head Coach	\$ 3,870	\$ 5,025	\$ 6,035
Basketball, Boys	Junior Varsity	\$ 2,600	\$ 3,120	\$ 3,745
Basketball, Boys	Freshman	\$ 2,600	\$ 3,120	\$ 3,745
Basketball, Boys	8th Grade	\$ 1,770	\$ 2,290	\$ 2,705
Basketball, Boys	7th Grade	\$ 1,770	\$ 2,290	\$ 2,705
Wrestling	Varsity Head Coach	\$ 3,430	\$ 4,460	\$ 5,360
Wrestling	Junior Varsity	\$ 2,290	\$ 2,745	\$ 3,300
Wrestling	Freshman	\$ 2,290	\$ 2,745	\$ 3,300
Wrestling	7/8th Grade	\$ 1,560	\$ 2,030	\$ 2,435
Cross Country, Boys	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Cross Country, Girls	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Golf, Boys	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Golf, Girls	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Bowling, Girls	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Bowling, Boys	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Cheerleading, Sideline	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Cheerleading, Sideline	Junior Varsity	\$ 1,875	\$ 2,245	\$ 2,600
Cheerleading, Competitive	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Cheerleading, Competitive	Junior Varsity	\$ 1,875	\$ 2,245	\$ 2,600
Cheerleading, Competitive	Middle School	\$ 1,545	\$ 1,854	\$ 2,225
Equestrian	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055

SECTION 1: ATHLETICS (continued)				
Program	Position	Level 1	Level 2	Level 3
Soccer, Girls	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Soccer, Girls	Junior Varsity	\$ 2,185	\$ 2,600	\$ 3,120
Soccer, Girls	Freshman	\$ 2,185	\$ 2,600	\$ 3,120
Soccer, Boys	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Soccer, Boys	Junior Varsity	\$ 2,185	\$ 2,600	\$ 3,120
Soccer, Boys	Freshman	\$ 2,185	\$ 2,600	\$ 3,120
Swimming, Girls	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Swimming, Boys	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Tennis, Girls	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Tennis, Boys	Varsity Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
Track, Girls	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Track, Girls	7/8th Grade	\$ 2,080	\$ 2,700	\$ 3,225
Track, Girls	Assistant Varsity (Limit 1)	\$ 2,060	\$ 2,470	\$ 2,970
Track, Boys	Varsity Head Coach	\$ 3,120	\$ 4,055	\$ 4,890
Track, Boys	7/8th Grade	\$ 2,080	\$ 2,705	\$ 3,225
Track, Boys	Assistant Varsity (Limit 1)	\$ 2,060	\$ 2,470	\$ 2,970
E Sports	Head Coach	\$ 2,600	\$ 3,380	\$ 4,055
All Sports - As Needed	Assistant/Associate Coach	\$ 1,145	\$ 1,370	\$ 1,650
All Sports - As Needed (Unless Specified Above)	Junior Varsity	\$ 1,875	\$ 2,245	\$ 2,600
Weight Room Supervisor	Per Quarter	\$ 1,500	\$ 1,500	\$ 1,500
SECTION 2: MUSIC/FINE ARTS/ROBOTICS				
Program	Position	Level 1	Level 2	Level 3
Band	High School Director	\$ 4,160	\$ 5,400	\$ 6,450
Band	High School Assistant Director	\$ 2,600	\$ 3,120	\$ 3,745
Band	Middle School Director	\$ 2,600	\$ 3,120	\$ 3,745
Choir	High School Director	\$ 3,015	\$ 3,850	\$ 4,575
Choir	Middle School Director	\$ 1,300	\$ 1,730	\$ 1,140
Drama	High School Play Director	\$ 1,040	\$ 1,350	\$ 1,560
Drama	High School Musical Director	\$ 2,080	\$ 2,700	\$ 3,225
Drama	High School Musical Assistant Dir	\$ 1,040	\$ 1,250	\$ 1,455
Elementary Music	Per Evening Performance	\$ 115	\$ 115	\$ 115
K-12 Visual Arts	Per District Wide Art Show	\$ 115	\$ 115	\$ 115
Robotics	Per Advisor	\$ 1,145	\$ 1,370	\$ 1,650

SECTION 3: COORDINATORS/DEPARTMENT CHAIRS/ADVISORS/SPONSORS		
Program	Position	Stipend
BPA (Business Professionals of America)	Per Advisor, Annual	\$ 1,250
Building Leadership Team Members	Per Member, Annual	\$ 1,560
Class Advisor, Freshman	Per Advisor, Annual	\$ 725
Class Advisor, Junior	Per Advisor, Annual	\$ 1,560
Class Advisor, Senior	Per Advisor, Annual	\$ 1,560
Class Advisor, Sophomore	Per Advisor, Annual	\$ 725
DECA	Per Advisor, Annual	\$ 1,040
Facility Dog Handler (Certified & Preapproved)	One Primary Per Dog, Annual	\$ 500
Forensics	Per Advisor, Annual	\$ 1,040
Freshman Mentoring	Per Advisor, Annual	\$ 1,250
Future Farmers of America	Per Advisor, Annual	\$ 3,500
Harvard Model Congress	Per Advisor, Annual	\$ 1,250
High School Department Chairs	Per Chair, Annual	\$ 1,560
MTSS Building Coordinator	One Coordinator Per Building, Annual	\$ 2,500
National Honor Society	Per Advisor, Annual	\$ 1,250
National Junior Honor Society	Per Advisor, Annual	\$ 1,040
Project Success Lead Teacher/Coordinator	One Coordinator, Annual	\$ 2,080
Quiz Bowl	Per Advisor, Annual	\$ 1,250
Safety Patrol	Per Advisor, Annual	\$ 725
School Store, Elementary K-6*	Per Advisor, Annual	\$ 520
School Store, High School*	Per Advisor, Annual	\$ 1,250
School Store, Middle School*	Per Advisor, Annual	\$ 1,040
School Store, Upper Elementary*	Per Advisor, Annual	\$ 1,040
Student Council, High School	Per Advisor, Annual	\$ 1,560
Student Council, Lower Elementary DK-3	Per Advisor, Annual	\$ 725
Student Council, Middle School	Per Advisor, Annual	\$ 1,040
Student Council, Upper Elementary 4-6	Per Advisor, Annual	\$ 1,040
Yearbook, High School*	Per Advisor, Annual	\$ 1,560
Yearbook, Middle School*	Per Advisor, Annual	\$ 1,250
Student Interest Clubs (10-12 hrs)	Per Advisor, Per Session	\$ 300
Student Interest Clubs (18-24 hrs)	Per Advisor, Per Session	\$ 600
Student Interest Clubs (30+ hrs)	Per Advisor, Per Session	\$ 800
Hourly Stipend	Hourly	\$ 40.00
<i>Schedule B stipends will not be paid if the responsibilities fall within a teacher's normal instructional course load</i>		
Level 1: Years 1-3		
Level 2: Years 4-6		
Level 3: Years 7+		
Years must be consecutive unless otherwise agreed upon in writing by the coach and Athletic Director due to extenuating circumstances.		
Coaches listed in section 1 and 2 being paid at a rate higher in 2015-2016 than listed on this schedule will be paid at the higher of the two rates.		

SCHEDULE C
2026-2027 SALARY SCHEDULE

DEANS OF STUDENTS

EXP LEVEL	BA	BA+15	MA	MA+15	MA+30
1	\$55,924	\$57,424	\$58,924	\$60,424	\$61,924
2	\$58,257	\$59,757	\$61,257	\$62,757	\$64,257
3	\$60,008	\$61,508	\$63,008	\$64,508	\$66,008
4	\$62,382	\$63,882	\$65,382	\$66,882	\$68,382

STUDENT SUPPORT SPECIALISTS

EXP LEVEL	BA	BA+15	MA	MA+15	MA+30
1	\$53,045	\$54,545	\$56,045	\$57,545	\$59,045
2	\$56,228	\$57,728	\$59,228	\$60,728	\$62,228
3	\$57,329	\$58,829	\$60,329	\$61,829	\$63,329
4	\$58,967	\$60,467	\$61,967	\$63,467	\$64,967

3% LONGEVITY EACH YEAR BEYOND LEVEL 4

2027-2028 SALARY SCHEDULE

DEANS OF STUDENTS

EXP LEVEL	BA	BA+15	MA	MA+15	MA+30
1	\$57,602	\$59,102	\$60,602	\$62,102	\$63,602
2	\$60,005	\$61,505	\$63,005	\$64,505	\$66,005
3	\$61,808	\$63,308	\$64,808	\$66,308	\$67,808
4	\$64,253	\$65,753	\$67,253	\$68,753	\$70,253

STUDENT SUPPORT SPECIALISTS

EXP LEVEL	BA	BA+15	MA	MA+15	MA+30
1	\$54,636	\$56,136	\$57,636	\$59,136	\$60,636
2	\$57,915	\$59,415	\$60,915	\$62,415	\$63,915
3	\$59,049	\$60,549	\$62,049	\$63,549	\$65,049
4	\$60,736	\$62,236	\$63,736	\$65,236	\$66,736

3% LONGEVITY EACH YEAR BEYOND LEVEL 4

ARTICLE 22
SCHOOL CALENDAR

- A. The school calendar (Appendix 2) may not be altered without mutual agreement of both parties. The established calendar may be reopened should state law change regarding student attendance days.
- B. Scheduled days and hours of student instruction which are not held because of conditions not within the control of school authorities, such as (but not inclusive) inclement weather, fires, epidemics, mechanical breakdowns, or health conditions (as defined by city, county, or state health authorities) will be rescheduled to ensure that there is no loss of state aid incurred by the School District. If state law creates other requirements in order for the District to receive full state aid, the parties agree to negotiate over the changes necessary for the District to receive full state aid.
- C. Should state law change regarding student attendance days, such that “Act of God” days need not be rescheduled, both parties agree that teachers will not be required to report on snow days.
- D. Student support specialists and deans of students will work the teacher calendar referenced in Appendix 2 plus five (5) work days prior to the start of that calendar for the 2026-2027 contract year. Beginning with the 2027-2028 contract year, student support specialists and deans of students will work the teacher calendar referenced in Appendix 2 plus two (2) work days prior to the start of said calendar.

ARTICLE 23
MENTOR TEACHERS

- A. Participation as a Mentor Teacher shall be voluntary. The Mentor assignment shall be made by the administrator and shall be regarded as an annual assignment of extra duty for extra pay.
- B. A Mentor teacher must be an experienced educator who demonstrates instructional expertise, ability to work well with colleagues, continuous learning and preparation, and is skilled at providing instructional support. Mentor teachers will preferably have a minimum of five (5) years of teaching experience.

The Mentor teacher shall be available to provide professional support, guidance, and instruction to the Mentee. The purpose of the Mentor teacher is to offer experienced assistance and support to the Mentee in a collegial fashion. They are not responsible for any performance evaluation but are part of the performance improvement process. The Mentor teacher shall make periodic reports to the Districts administration regarding the type (i.e., general description of contact) and extent of his/her contact with the Mentee during the existence of the Mentor/Mentee relationship.

- C. The Mentor Teacher assignment shall be for one (1) academic year subject to review and renewal by the administrator. The appointment may be renewed in succeeding academic years upon approval of the administration.

Should either the Mentor Teacher or the Mentee request to dissolve the relationship during an academic year, the administration will meet with the Mentor Teacher and the Mentee to determine an appropriate course of action.

- D. Nothing in this Article shall be interpreted or applied to indicate that the assignment of mentor teachers is exclusively work within the bargaining unit represented by the Association. Rather, the purpose of this Article is to delineate the wages and specified working conditions for that assignment when it is performed by members of the Association's bargaining unit. Administration will not train or encourage mentors they do not intend to use as mentors. When reasonably practical, in the district's sole discretion, mentors and mentees will be located within the same building.

Bargaining unit members performing the duties of mentor teacher will be compensated at the annual rates below:

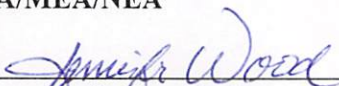
1. \$700.00 for one 1st or 2nd year mentee.
 2. \$350.00 for each additional mentee (maximum of two additional).
 3. \$350 for 3rd year mentee.
 4. \$230.00 for each additional mentee (maximum of two additional).
- E. Representatives of the District and the Association agree to confer as necessary regarding the implementation of this Article and any clarification of the role and responsibilities of mentor teachers.

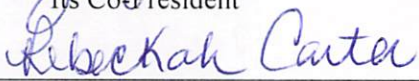
ARTICLE 24
DURATION OF AGREEMENT

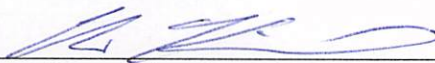
This Agreement shall be effective upon ratification by both parties and shall continue in effect until the 30th day of June, 2028.

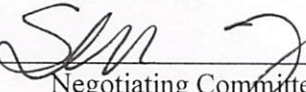
This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated. This Agreement is entered into this 20th day of October 2026, by the parties.

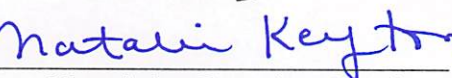
**EATON COUNTY EDUCATION
ASSOCIATION/CHARLOTTE
EDUCATION ASSOCIATION,
CEA/MEA/NEA**

By 
Its Co-President

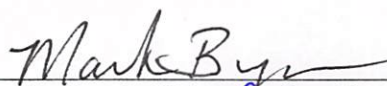
By 
Its Co-President

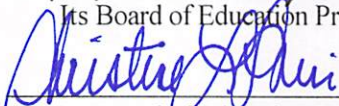
By 
Negotiating Committee Member

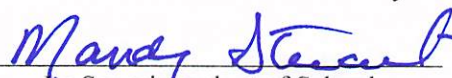
By 
Negotiating Committee Member

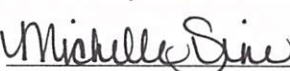
By 
Negotiating Committee Member

CHARLOTTE PUBLIC SCHOOLS

By 
Its Board of Education President

By 
Its Board of Education Secretary

By 
Its Superintendent of Schools

By 
Its Associate Superintendent of
Business & Operations

Wm. B. Smith
in R. Smith
Wm. B. Smith
in R. Smith

W. J. K. K.

APPENDIX 1: GRIEVANCE FORM

Grievance Number _____ Date of Violation _____

School District Building/School _____

Statement of the Grievance: ☐ Attached

Remedy Requested: ☐ Attached

Article Allegedly Violated: _____

Approved for processing: _____

Signature of CEA Representative _____

Signature of Grievant (Use reverse side for additional signatures if more than one grievant.)

Date

Principal's Disposition: ☐ Attached

Date Received: _____ Date of Action: _____

Association's Response: ☐ Satisfactory ☐ Unsatisfactory

Date: _____ Signature: _____

Superintendent's Disposition: ☐ Attached

Date Received: _____ Date of Action: _____

Association's Response: ☐ Satisfactory ☐ Unsatisfactory

Date: _____ Signature: _____

☐ **Non-Binding Mediation Indicated**

Date: _____ Board President Signature: _____

☐ **Arbitration Indicated**

Date: _____ Board President Signature: _____

APPENDIX 2: DISTRICT CALENDAR

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CHARLOTTE PUBLIC SCHOOLS 2026-2027 CALENDAR

Mon	Tues	Wed	Thurs	Fri
July 2026				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

August 2026				
3	4	5	6	7
10	11-PD	12-PD	13-PD	14
17	18	19	20	21
24	25	26	27	28
31				

September 2026				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

October 2026				
			1	2
5	6	7	8	9-ER
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November 2026				
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

December 2026				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

January 2027				
				1
4	5	6	7	8
11	12	13	14	15-ER
18-PD	19	20	21	22
25	26	27	28	29

Mon	Tues	Wed	Thurs	Fri
February 2027				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

March 2027				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

April 2027				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May 2027				
3-PD	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

June 2027				
	1	2	3-ER	4-ER
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

*January 19 - New Semester

NO SCHOOL FOR STUDENTS OR STAFF	
FULL REGULAR INSTRUCTIONAL DAYS	176
STUDENT 2 HOUR EARLY RELEASE - NO STAFF PD	4
NO SCHOOL FOR STUDENTS - Professional development (6 hrs)	4
NO SCHOOL FOR STUDENTS - Professional dev (4 hrs)	1
Potential cancellation day make-up	

CHARLOTTE PUBLIC SCHOOLS 2027-2028 CALENDAR

Mon	Tues	Wed	Thurs	Fri
July 2027				
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Mon	Tues	Wed	Thurs	Fri
February 2028				
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

August 2027				
2	3	4	5	6
9	10-PD	11-PD	12-PD	13
16	17	18	19	20
23	24	25	26	27
30	31			

March 2028				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

September 2027				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

April 2028				
3	4	5	6	7
10	11	12	13	14
17-PD	18	19	20	21
24	25	26	27	28

October 2027				
				1
4	5	6	7	8-ER
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

May 2028				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

November 2027				
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

June 2028				
			1-ER	2-ER
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

December 2027				
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

January 2028				
3	4	5	6	7
10	11	12	13	14-ER
17-PD	18	19	20	21
24	25	26	27	28
31				

*January 18 - New Semester

NO SCHOOL FOR STUDENTS OR STAFF	
FULL REGULAR INSTRUCTIONAL DAYS	176
STUDENT 2 HOUR EARLY RELEASE - NO STAFF PD	4
NO SCHOOL FOR STUDENTS - Professional development (6 hrs)	4
NO SCHOOL FOR STUDENTS - Professional dev (4 hrs)	1
Potential cancellation day make-up	

APPENDIX 3 – SALARY STEP ADJUSTMENT FOR 2026-2027 CONTRACT YEAR ONLY

EMPLOYEE ID	LANE 26-27	STEP 26-27
XXXXX2157	BA	8
XXXXX2169	BA	8
XXXXX1836	BA	13
XXXXX0434	BA	14
XXXXX1981	MA	11
XXXXX0405	MA	18
XXXXX0427	MA	15
XXXXX0277	MA	24
XXXXX0455	MA	24
XXXXX1139	MA	24
XXXXX0305	MA	24
XXXXX0270	MA	24
XXXXX2154	MA+15	8
XXXXX0355	MA+15	22
XXXXX0321	MA+15	24
XXXXX1275	MA+15	24
XXXXX0324	MA+15	24
XXXXX0336	MA+30	24