

Plymouth-Canton Education Association

Collective Bargaining 2026

Tentative Agreement

- **3 Year Agreement**

- New wage scale in Year 1, same number of total steps (BA 11, MA/MA30 13)
- YEAR 1 ○ All members move up a full step on the new scale in Year 1 (i.e. Step 5 old to Step 6 new)
- 6% increase to MA/MA30 top of scale
- 2% increase to BA top of scale
- Members hired in the 2012-2013 school year or before who are not at the top will be moved to the top of scale in Year 1*

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- Full step in Year 2
 - YEAR 2 ○ 3% on-schedule increase for all steps in Year 2, except top of scales MA/MA30
 - 3.77% increase for top of MA/MA30

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- YEAR 3 ○ Wage reopener in Year 3 to determine ONLY salary changes
 - Calendar for 2028-2029 TBD/Bargained

- **Addition of 10 minutes to pre/post time at all levels, from 10 to 20 total minutes**
- **Guaranteed 4 hours weekly library curation time for elementary media specialists**
- **Protections added for elementary specials planning time**
- **Alternative Education seat time waiver guidelines added**
- **Common assessment language added for Starkweather**
- **Changes to Open House scheduling**
- **Special Education working conditions and stipend**
 - New Special Education Standing Committee
 - Added language about workload vs caseload
 - Added training/PD requirements designed for Special Education staff
 - Stipend for teachers in ASD/ACT 18 classrooms based on seniority
 - Agreement to have PCCS pay for any staff member who wants an ASD certificate/endorsement
- **Added overage compensation for all levels, with compensation going to employees and NOT towards supplies**
- **Improved access to PCEA sick bank**
 - 15 union days granted to ANY member for parental leave
 - New staff in their first 3 years of employment may borrow up to 10 days per year if they've exhausted their own banks

*Members who qualify for this move beyond the 1 step will be contacted directly at the same time this packet was emailed to you. If you did not get this email and believe you should qualify for this move, send JJ (JJ.Lockwood@pccsk12.com) and Seth (sfurlow@mea.org) an email.

- **Clarified language around FMLA leaves/qualifications**
- **Changed Schedule B (coaching/clubs) pay to be based off percentage of BA 1 wage**
- **Schedule B changes**
 - Added new positions for new sports
 - Added new Middle School overnight trip coordinators
 - Added longevity for MS sports
 - Added Elementary Robotics
 - Added Elementary overnight trip coordinator
 - Added Elementary student publications
 - Added Elementary stipend for after-hours music performances
- **Appendix C changes**
 - Added Elementary school leader's stipend (2 per building + 1 district leader for each AMPE-In discipline)
 - Added District-wide special education leader positions (10)
 - Added District-wide Mentor Program Coordinator (2)
- **Miscellaneous Rate Sheet Changes**
 - Added overnight curricular trip chaperone
 - Added \$2500 per K-8 Building to use for events that are after hours (\$600 max per person)
 - Added rate of pay for missing planning time more than 10 times for student meetings
- **Changes to Health Insurance Structure**
 - Plan year changing to January – December which will require the District to pay more for your benefits 9 months earlier
 - Added option to have District front-load HSA
 - Closed plans 1-4 (current policy holders can remain on plans)
 - Guaranteed \$2,000 for cash-in-lieu
 - Increased LTD monthly maximum

**ARTICLE VI
TEACHING CONDITIONS**

B. HIGH SCHOOL

1. The high school administration, working cooperatively with teachers, will determine teacher's class structures using the following guidelines:
 - d. Teachers will have a pre/post time of ~~ten (10)~~ **twenty (20)** minutes. Teachers shall arrive ~~five (5)~~ **ten (10)** minutes before and shall remain ~~five (5)~~ **ten (10)** minutes after the regularly scheduled pupil day.

C. MIDDLE SCHOOL

8. The continuous work time for a Middle School teacher shall not exceed ~~430~~ **440** minutes including class time, passing time, lunch time, planning time, travel time, and pre- and post- student time.
9. Teachers will have a pre/post time of ~~ten (10)~~ **twenty (20)** minutes. Teachers shall arrive ~~five (5)~~ **ten (10)** minutes before and shall remain ~~five (5)~~ **ten (10)** minutes after the regularly scheduled pupil day.

D. ELEMENTARY SCHOOL

1. The Elementary School Day shall consist of the following:
 - a. Teachers will have a pre/post time of ~~ten (10)~~ **twenty (20)** minutes. Teachers shall arrive ~~five (5)~~ **ten (10)** minutes before and shall remain ~~five (5)~~ **ten (10)** minutes after the regularly scheduled pupil day. A lunch period equal to the student lunch period, but not less than fifty (50) minutes.
 - b. A lunch period equal to the student lunch period, but not less than fifty (50) minutes.
 - c. During periods when art, music, physical education, innovation, media, or other special area classes are being conducted, the regular classroom teacher will not be required to attend the special class with his/her students unless there are special circumstances but shall perform other teaching related duties upon mutual agreement with the principal. In the event it becomes financially necessary to reduce any special programs, the use of the 250 minutes per week shall be mutually agreed upon by the parties. Total K-12 planning time as a result of special classes will be 250 minutes per week.
 - d. Elementary teachers will receive one (1) fifty minute (50) planning period, per day, when feasible.
 - e. **Elementary Media Specialists shall have a minimum of 4 hours per week added to their permanent schedule for the purpose of library material curation and other responsibilities related to operating the media center. If the Media Specialist needs additional time during any period of time during the school year, relief may be requested by contacting the building administrator.**

2. No elementary teacher shall be required to be on duty more than half of the recess periods each week. Schedules will be arranged in each building to assure that the recess periods are supervised.
3. Elementary art, music, innovation, media, and physical education teachers.
 - a. Each elementary art, music, innovation, media, physical education or other special area teacher shall be assigned no more than one (1) class per period. Full day kindergarten through fifth grade class periods shall be approximately 50 minutes in length for art, music, innovation, physical education and media unless a flexible schedule is mutually agreed upon by the special area teacher and the building principal. A self-contained special education class will be considered one class.
 - b. Planning time for Art, Media, Physical Education, and Innovation teachers will be determined by the building principal. Larger blocks of time should be prioritized for planning time over any other building needs. When possible, no block of time under 15 minutes shall be counted towards planning time. Pre/post-time and passing time shall not count as planning time.
4. In the event combined grades (split teaching assignments) become necessary, this position shall be rotated among the staff of that particular grade level.

F. Alternative Education

1. The alternative education administration, working cooperatively with teachers, will determine each teacher's class structure **using the following guidelines and pending MDE seat time waiver approval:**
 - a. **The day for Alternative Education teachers shall consist of the following:**
 - i. **3 instructional periods**
 - ii. **An academic skills period**
 1. **The purpose of academic skills is to provide additional academic intervention, help improve interpersonal relationships, mentoring and promote cooperation in achieving student and school goals.**
 - iii. **1 lunch period**
 - b. Teachers shall have forty (40) consecutive minutes of time for lunch each day.
 - c. Teachers will have a pre/post time of ~~ten (10)~~ **twenty (20)** minutes. Teachers shall arrive ~~five (5)~~ **ten (10)** minutes before and shall remain ~~five (5)~~ **ten (10)** minutes after the regularly scheduled pupil day.
 - d. Teachers will be provided one (1) hour for each four (4) hours of classroom instruction time for a planning period **outside of the pupil day**. ~~A full-time teacher will be defined as a teacher who instructs twenty-four (24) or more classroom hours per week~~
 - e. **In the event that the MDE seat time waiver is not approved, the alternative education administration will work cooperatively with teachers to determine a new daily schedule that meets seat time requirements.**

H. All Schools

11. The following pertain to common assessments for courses for high school credit: a. Courses that satisfy expectations of the Michigan Merit Curriculum (MMC) must give a common Secondary Credit Assessment (SCA). The common SCA will be jointly developed by teachers of the subject and the appropriate administrator(s) will assess the content expectations satisfying the MMC requirements for that course and will be given by all teachers teaching the course. 15 (1) The common SCA does not have to be given on the final examination day. (2) The common SCA must have some value (will count toward the student's grade in the course). (3) Starkweather Academy  create new common assessments or modify PCEP common assessments to meet the specific needs of Starkweather students, including the remedial nature of the classes.

N. Open House

All building staff shall participate in an annually scheduled fall open house conducted on a building-wide basis. The purpose of such an open house would be to inform families about classroom standards and activity, general building operation (e.g., rules and regulations), and to share essential curriculum goals and objectives for the year. The open house format will be determined by the building staff. Open house for the high schools (P-CEP) will be scheduled on the first Thursday after classes begin ~~Labor Day~~. If the first Thursday after classes begin ~~Labor Day~~ falls on a religious holiday, high schools' (P-CEP's) open house will be on the ~~second~~ following Thursday after classes begin. The dates of the open house will be reported to the Teaching and Learning Administrator by the end of the school year prior to the open house.

Open houses for the ~~middle school~~ high schools (P-CEP) will be scheduled on the first ~~Thursday~~ Wednesday after classes begin. If the first ~~Wednesday~~ Thursday after classes begin falls on a religious holiday, ~~middle school~~ high schools' (P-CEP's) open house will be on the ~~second Thursday~~ following Wednesday. The dates of the open house will be reported to the Teaching and Learning Administrator by the end of the school year prior to the open house.

The elementary school open house will occur the ~~Wednesday~~ third work day before students' first day. The afternoon portion of the day on which open house occurs at all elementary schools, other than the TAG program, shall be a teacher workday. The elementary school with the TAG program will select a day other than the ~~Wednesday~~ third work day before the students' first day to hold its open house.

For the elementary and middle schools, the open house will be at least 1 and ½ hours in length.

For the high schools, a total of eight (8) hours will be scheduled between the open house and parent/guardian teacher conferences. Representatives from the teaching staff and the building administration will mutually determine how to divide this time.

For all levels, the dates of the open house will be reported to the Teaching and Learning Administrator by the end of the school year prior to the open house.

During the 2026 – 2027 school year, the parties shall meet as a committee to review current formats for Open House and Conferences and explore alternative, more modern systems. A recommendation shall be made to the bargaining team by June 1, 2027.

Q. Special Education Related Language

1. Special Education Committee

A standing special education committee shall be developed beginning with the 2026-2027 school year. The committee shall include the PCEA president and appointees from the PCEA membership, the Director of Special Education, and appropriate administrative appointees. The committee shall meet monthly, or at the discretion of the committee, to discuss, in part, roles, legal requirements, communication, professional development, staffing and caseload vs workload considerations.

2. Workload Vs Caseload

The parties agree that to strive for an equitable division of workload and caseload, the Plymouth Canton School District, through its agents, shall conduct a review of each employee's workload and caseload as follows:

a. Special education employees and their supervisor shall meet at least three times per school year, including at the end of the school year, the beginning of the school year, and at midyear, to review and analyze the employee's workload and caseload. The review shall include whether the workload and caseload are appropriate and generally equivalent to similarly situated peers within the District.

b. In addition to the above reviews, a special education employee may request a review with their Supervisor as needed to assess their workload and caseload. The employee may, at their choice, have the PCEA President or a designee in attendance at this meeting.

3. Dedicated Training Hours

The District shall provide a minimum of 6 hours of specialized professional development (PD) annually, specifically designed for Special Education staff. This training shall occur during contractual work hours and shall focus on evidence-based instructional strategies, behavior intervention techniques, assistive technology, or legal compliance.

ARTICLE VII

CLASS SIZE

A. The Board and the Association recognize that the availability of optimum school facilities for both student and teacher is desirable to ensure the high-quality education that is the goal of both teachers and the Board.

B. Because the teacher-pupil ratio is an important aspect of an effective educational program, the parties agree that the following professional staff-pupil ratio guidelines are desirable:

1. Early Childhood (Subject to state licensing and program regulations)

- a. 3-year-old classrooms --- 16 pupils
- b. 3-4-year-old combination classrooms --- 16 pupils
- c. 4-year-old classrooms (non-GSRP) --- 18 pupils
- d. 4-year-old GSRP classrooms --- 16 pupils

2. Elementary Schools

- a. Grades K-3 --- 25 pupils
- b. ~~Grades 4-6 --- 28 pupils~~
Grades 4-5 28 pupils
- c. Split level classes should be limited to:
 - Grades K-1, 1-2 --- 20 pupils
 - Grades 2-3, 3-4 --- 23 pupils
 - Grades 4-5 --- 25 pupils

3. Split Classes

The administration and faculty at each building will design a written plan yearly of how support will be provided to split classrooms when they exist in all curriculum areas. This plan will then be submitted to Teaching & Learning for approval and a copy to the PCEA President.

The maximum number of students in split classes is three (3) less than the straight grades unless a higher number is necessary to avoid exceeding the Board class size mandate.

4. Secondary Schools

- a. Grades 6-12 --- 30 pupils
- b. ~~Vocational and Industrial Education, Science Technology Engineering and Mathematics (STEM), Career and Technical Education (CTE), Laboratories, Industrial Arts, Art, and Life Management Education (LME)~~
---alternative education classes 20 pupils.
- c. The number of students should not exceed existing facilities and work stations.

5. All Schools

- a. The ratio of students to Counselors should normally be 300 - 1.
- b. The ratio of students to Nurses should be as per the State Department of Education recommended guidelines.
- c. Special Services and Special Services Staffing should be as provided by Michigan Law.
- d. Special Education and Consultant class sizes and caseloads should be in accordance with recommended State standards.

~~6. Because the teacher-pupil ratio is an important aspect of an effective education program, the parties agree that the Board, or its designated representative, will meet with the Association representatives on the first Wednesday of each month to examine both the enrollment within buildings and between buildings and to reconcile inequities between teaching loads for all teachers. The Superintendent's or his/her designee's report on class size will be available for review at these meetings.~~

6. To the extent possible, in the high school and middle school, all classes of the same course shall be balanced as to student load. In the elementary school, all classes of the same grade level in each building shall be balanced as to student load. To the extent possible, this shall be done prior to the first class meeting or as soon thereafter as possible. The Employer shall provide the Union a listing of individual class sizes at all schools.

7. The goal for remedial class size shall be a limit of twenty (20) students.

C. Overage Compensation

Secondary

1. Secondary teachers (Grades 6-12) who serve as the Teacher of Record shall be eligible for additional compensation when their total semester student enrollment average exceeds the established thresholds outlined below.
 - a. A secondary teacher whose student enrollment average exceeds 160 students for the semester shall qualify for overage compensation.
 - b. For teachers of Grades 6-12 Band, Music, Orchestra, and Physical Education, the student enrollment average must exceed 300 students for the semester to qualify for overage compensation. Classes supported by additional adult support, such as a class paraprofessional, are excluded from the teacher's class average.
 - c. Students enrolled in co-taught classes shall be excluded from the calculation of a teacher's semester student average and do not count toward the overage thresholds. Overage will then be calculated based on eligible students divided by eligible classes. For example, one co-taught class reduces eligible classes to four, so the threshold for overage would then be 128 total students.
 - d. Compensation Rate: Eligible teachers shall receive an overage stipend of \$1.00 per day, per student over the designated threshold (160 or 300, respectively) for the duration of that semester. Formula:
$$\{(\text{Semester Student Average}) - (\text{Threshold})\} \times \$1.00 \times (\text{Total Days in Semester})$$
 - e. Calculation Date: The final student enrollment average and corresponding stipend shall be calculated on the Friday immediately preceding the end of the semester.
 - f. Overage compensation stipends shall be processed and paid in the February 25th pay period and in the June 25th pay period.

Elementary

2. ~~Special Education Mainstreaming--certified special education students who are in a regular class will be included in the class counts using a weighted factor of two (2) to one (1).~~ **Total elementary class sizes for all K-5 classes will be based on a weighted count. The formula for establishing the weighted count will be determined by the Office of Student Services and the PCEA president. All K-5 classroom teachers shall be provided with their weighted class size no later than the first official count day of the year. The current formula will be utilized until a new formula is determined.**

3. Any elementary (K-5) class reaching a weighted count of 32 or more students will be provided with overage compensation or a classroom paraprofessional.

- a. If a teacher selects to have a classroom paraprofessional, the number of hours with the paraprofessional will be determined based on the weighted class size.

Class Size	Paraprofessional Time (Hours per day)
32	2.0 hours
33	2.5 hours
34+	3.0 hours

- b. Paraprofessional time shall be assigned or reassigned on two (2) count dates. Those dates are:

- The first official student October count day of the school year.
- The last work day in January.

The paraprofessional(s) will be placed in the classroom as quickly as possible thereafter.

- c. A paraprofessional, once assigned, shall continue to be assigned for the duration of the count period.
- d. On each official student count date a teacher may elect, in lieu of paraprofessional time, **to be compensated based on \$9.00 per hour of paraprofessional time the teacher is entitled to receive multiplied by the hours until the next count date.** If a paraprofessional is selected for overage at the first eligibility, teachers can elect money instead for the second eligibility or continue the paraprofessional but not the opposite. **This compensation shall be paid at the end of each count period, with payments to be received by the teacher no later than February 25th and June 25th of each year.** ~~These dollars will be placed into an account for the sole use by the teacher to be spent only by that teacher for the direct benefit of students for things such as field trips, substitute teacher costs related to approved school business, teaching supplies and materials, etc. The department of instruction will clarify any questions regarding the use of the monies. All monies must be spent within the school year earned and are not cumulative. (EX: A 5th grade class with 32 students would get 2 hours per day X \$9.00 per hour X the number of days until the next count date).~~

Appendix A

17. PCEA SICK BANK

It is hereby agreed by and between the Plymouth-Canton Board of Education and the Plymouth-Canton Education Association as follows:

- A. Teachers with 166 to 180 days in their personal leave banks at the beginning of each school year will donate only those newly loaded days which total in excess of over 180 days to the PCEA sick bank. If the bank falls below 500 days, the PCEA has the right to assess individual contributions from its members to whatever extent is needed.
- B. A sick bank committee will govern the use of the bank. The committee will consist of two (2) individuals appointed by the Human Resources Administrator and two (2) individuals appointed by the PCEA President. The committee will convene whenever a request by a teacher is made for use of days from the bank. The request must be in writing by the teacher to the Human Resources Administrator with a copy to the PCEA President. The committee will make its decision by secret ballot vote. A majority of the committee must approve all use of bank days and the decision of the committee shall be final.
- C. ~~Days from the bank will be available for illness of the teacher only and will not apply to requests related to family illness, bereavement, etc.~~ Requests will be considered for catastrophic situations which are sudden, unexpected, or of a long-term nature. The bank is not intended to remove the obligation and expectation that sick leave is to be used only as needed and that each teacher must be accountable for the amount of sick time he/she may have accumulated.
- D. The committee will consider requests for use of the bank provided:
 - 1. The personal sick leave accumulation and 30-day extension will be exhausted.
 - 2. Use of the bank days will cease when the teacher becomes eligible for long-term disability coverage.
- E. Teachers who deplete their paid leave bank may write a letter to the PCEA President and the PCCS Human Resources Administrator and request a loan of five (5) sick days. These days will be granted with the teacher repaying all five (5) days back to the PCEA sick bank from their new allotment of sick days the following school year.
- F. In exceptional individual circumstances, the sick bank committee will meet to discuss potential reasonable exceptions to access days not specifically covered in the above paragraphs. The decision of access will not be subject to the grievance procedure.
- G. Any bargaining unit member taking an approved Parental Leave, Disability Maternity Leave, or Adoption Leave pursuant to Article XIII shall be granted fifteen (15) days from the PCEA Sick Bank. The Sick Bank Committee shall process the request administratively and such requests shall not be subject to committee approval or denial.
- H. Recognizing that educators in their first years of employment have had limited opportunity to accumulate paid leave, bargaining unit members in their first three (3) years of employment with the District may apply for up to ten (10) days per school year from the PCEA Sick Bank after exhausting all accumulated sick leave and personal

business leave. Requests under this provision shall be reviewed by the Sick Bank Committee. No member shall receive more than ten (10) Sick Bank days per school year under this provision.

G: Special Education Longevity Stipend

1. Eligibility

Bargaining unit members assigned full-time to an Act 18-funded self-contained special education classroom, as designated by the District's Student Services Department, shall be eligible for the longevity stipend described below.

2. Longevity Stipend

Effective with the 2026-2027 school year, eligible bargaining unit members shall receive an annual longevity stipend based on their consecutive years of service in eligible assignments as follows:

Consecutive Years in Eligible Assignment	Annual Stipend
Completion of one (1) year	\$2,000
Completion of three (3) years	\$3,500
Completion of five (5) or more years	\$5,000

The maximum annual longevity stipend shall be \$5,000.

3. Service Credit

1. Longevity shall be calculated based on consecutive years of service in one (1) or more eligible assignments within Plymouth-Canton Community Schools.
2. Effective for the 2026-2027 school year, employees with three (3) or more years of prior service in eligible assignments shall be placed at the three-year stipend level and shall advance thereafter based on continued service in eligible assignments.
3. A break in service from an eligible assignment of one (1) full school year or more shall reset the employee's longevity calculation, unless otherwise mutually agreed to by the District and the Association.

4. Proration

An employee who is assigned to or removed from an eligible assignment during the school year shall receive a prorated stipend based on the portion of the work year served in the eligible assignment.

5. Additional Compensation

The longevity stipend provided in this section shall be paid in addition to all other compensation, including but not limited to salary schedule placement, Schedule B stipends, Schedule C stipends, and any other contractual compensation.

6. Funding Contingency

The longevity stipend established by this section is contingent upon the continued availability of Act 18 categorical funding provided through Wayne RESA. Should such funding be reduced, discontinued, or otherwise become unavailable, the District's obligation to pay the stipend shall cease at the conclusion of the fiscal year in which the funding reduction or elimination occurs.

I: Special Education Endorsement Reimbursement Program

1. Purpose

The District shall provide reimbursement for approved costs associated with obtaining a special education endorsement in order to increase the number of qualified special education teachers within the District.

2. Eligibility

A bargaining unit member who agrees to accept and serve in a special education teaching assignment while completing the requirements for a special education endorsement may apply for reimbursement under this section.

Participation in the program shall require prior approval by the District. In reviewing applications, the District may consider staffing needs, program needs, employee qualifications, performance evaluations, and other relevant factors. District decisions regarding approval or denial of participation shall be final and shall not be subject to the grievance procedure.

3. Reimbursable Expenses

The District shall reimburse approved participants for reasonable and necessary costs associated with obtaining a special education endorsement, including:

1. Tuition;
2. Required fees; and
3. Required course materials.

To receive reimbursement, the employee must submit documentation of payment, receipts, and proof of successful course completion within sixty (60) calendar days of the expense being incurred or course completion, whichever is later.

Reimbursement shall be made following verification of the required documentation by the District.

4. Service Commitment

A bargaining unit member who receives reimbursement under this section and subsequently obtains a special education endorsement shall remain employed by the District in a special

education teaching assignment for a period of five (5) years following endorsement completion.

5. Repayment Obligation

An employee who voluntarily resigns from District employment or voluntarily transfers out of a special education teaching assignment before completing the five-year service commitment shall repay a prorated portion of the reimbursement received.

The repayment amount shall be calculated as follows:

Repayment Amount = Total Reimbursement Received × (Months Remaining in Service Commitment ÷ 60)

No repayment shall be required if:

1. The employee is involuntarily separated from employment;
2. The District reassigns the employee from a special education teaching assignment; or
3. The employee is unable to continue employment for reasons otherwise approved by the District.

6. Assignment Rights

Obtaining a special education endorsement shall not guarantee assignment to a special education teaching position. Assignment and placement decisions shall remain the sole responsibility of the District, consistent with this Agreement.

7. Funding

The reimbursement program established by this section shall be subject to available funding. The District reserves the right to suspend acceptance of new participants when funding is unavailable.

8. Tax Liability

Any reimbursement provided under this section shall be subject to applicable federal and state tax laws and regulations.

Appendix A

16. FAMILY MEDICAL LEAVE ACT (FMLA)

~~Teachers are entitled to FMLA leave in accordance with the law. Further, beyond the minimum requirements of the FMLA, the parties agree that a tenured teacher who is scheduled to teach at least 900 hours (approximately 0.7 F.T.E) will be eligible for FMLA.~~

~~Paid leave periods will count toward the FMLA eligibility period. Unpaid absences do not count toward FMLA eligibility.~~

- A. Statutory FMLA: Teachers are entitled to leave under the Family and Medical Leave Act (FMLA) in accordance with federal law. Nothing in this section shall be interpreted to expand or modify statutory FMLA eligibility requirements.
- B. Contractual Medical Leave: Beyond the minimum requirements of the FMLA, the parties agree that a tenured teacher scheduled to work at least 900 hours (approximately 0.7 FTE) shall be eligible for a Contractual Medical Leave.
- C. Concurrency: Any leave taken under this section that also qualifies as FMLA leave shall run concurrently with the teacher's statutory FMLA entitlement. Contractual Medical Leave shall provide the same protections and benefits as provided by the FMLA for the duration of the leave.
- D. Eligibility Calculations: For the purpose of determining eligibility for Contractual Medical Leave, actual hours worked shall be counted toward the 900-hour requirement. Unpaid absences shall not count toward eligibility.

Appendix A

Wage Scale

2026-2027

- New wage scale
- All employees move up 1 full step*

2027-2028

- Full step for all employees
- 3% increase to all steps on BA, Steps 1-12 on MA/MA30
- 3.77% Increase to Step 13 on MA/MA30

2028-2029

- Wage Reopener, salary only
- Calendar TBD/bargained

2026–2027 TEACHER SALARY			
One Full Step — 2026-27			
STEP	BA	MA	MA+30
1	\$50,045	\$52,968	\$54,218
1.5	\$51,505	\$54,433	\$55,683
2	\$52,745	\$55,897	\$57,147
2.5	\$53,986	\$57,361	\$58,611
3	\$55,225	\$58,825	\$60,075
3.5	\$56,466	\$60,290	\$61,540
4	\$57,706	\$61,753	\$63,003
4.5	\$58,946	\$63,218	\$64,468
5	\$60,186	\$64,681	\$65,931
5.5	\$61,426	\$66,145	\$67,395
6	\$62,667	\$67,611	\$68,861
6.5	\$63,906	\$69,074	\$70,324
7	\$65,147	\$70,538	\$71,788
7.5	\$66,388	\$72,003	\$73,253
8	\$67,627	\$73,467	\$74,717
8.5	\$68,867	\$74,931	\$76,181
9	\$70,108	\$76,394	\$77,644
9.5	\$71,347	\$77,859	\$79,109
10	\$81,891	\$82,500	\$84,000
10.5	\$83,119	\$86,417	\$87,917
11	\$84,348	\$90,333	\$91,833
11.5	—	\$94,250	\$95,750
12	—	\$98,167	\$99,667
12.5	—	\$102,083	\$103,583
13	—	\$106,000	\$107,500

2027–2028 TEACHER SALARY			
One Full Step — 2027-28			
STEP	BA	MA	MA+30
1	\$51,546	\$54,557	\$55,845
1.5	\$53,050	\$56,066	\$57,353
2	\$54,327	\$57,574	\$58,861
2.5	\$55,606	\$59,082	\$60,369
3	\$56,882	\$60,590	\$61,877
3.5	\$58,160	\$62,099	\$63,386
4	\$59,437	\$63,606	\$64,893
4.5	\$60,714	\$65,115	\$66,402
5	\$61,992	\$66,621	\$67,909
5.5	\$63,269	\$68,129	\$69,417
6	\$64,547	\$69,639	\$70,927
6.5	\$65,823	\$71,146	\$72,434
7	\$67,101	\$72,654	\$73,942
7.5	\$68,380	\$74,163	\$75,451
8	\$69,656	\$75,671	\$76,959
8.5	\$70,933	\$77,179	\$78,466
9	\$72,211	\$78,686	\$79,973
9.5	\$73,487	\$80,195	\$81,482
10	\$84,348	\$84,975	\$86,520
10.5	\$85,613	\$89,010	\$90,555
11	\$86,878	\$93,043	\$94,588
11.5	—	\$97,078	\$98,623
12	—	\$101,112	\$102,657
12.5	—	\$105,145	\$106,690
13	—	\$110,000	\$111,557

*Bargaining unit members who have been continuously employed, including being on a contractually granted leave of absence, with hire dates any time during the 2012-2013 school year or before, that will *not* be at the top of their salary scale at the beginning of the 2026-2027 school year after receiving the full step increase will be moved to the top of their salary scale to begin the 2026-2027 school year.

POLICY STATEMENTS - B and C

1. It is agreed that the building principal or ~~his/her~~ **their** designee, after conferring with other necessary persons within the building, will declare positions open. All Appendix B positions will be posted with the minimum qualifications listed for the position.
2. It is agreed that teachers holding positions listed or referred to on B and C appendices in order to maintain them on a continuous basis in subsequent years need not reapply for these positions provided that the assigned duties are performed satisfactorily and that no substantial evidence to the contrary is presented by the supervising administrator prior to June 30TH. Should any teacher not wishing to hold ~~his/her~~ **their** current B and C assignment in the following year, notification of same must be given to the supervising administrator.
3. The appropriate administrator has the responsibility to see that the assigned duties are performed satisfactorily.
4. **Any duties and responsibilities of Schedule B and C positions shall be considered supplemental assignments and shall be performed outside of the regular duties of their teaching assignment.**
5. A P-CCS teacher who meets the posted qualifications of the vacancy and is equal to non-staff applicants, shall be given preference over non-staff members. A staff member is an individual who is employed in a regular teaching assignment within the district, excluding Appendices B and C positions, ad hoc positions, and per diem positions.
6. All P-CCS teachers who apply for an Appendix B position will be interviewed. If a P-CCS TEACHER applies for a ~~middle school~~ coaching assignment and meets the minimum qualifications as posted, that member will be hired. If more than one member applies for a ~~middle school~~ **coaching** position, the decision will be made by the administrator in charge of the program. Teachers not hired for any Appendix B position will be provided with the reason(s) for their denial.
7. Except for good causes (i.e., participation, available money, qualified teacher, etc.) all assignments of the B and C appendices will be filled.
8. Any changes whatsoever must be approved by the Human Resources Administrator and President of PCEA.
9. APPENDIX B
 - a. Each position in appendix B has been assigned ~~a flat rate~~ **a percentage of BA Step 1 rate**.
 1. ~~Current positions will receive the flat rate if the flat rate is greater than or equal to their current rate.~~
 2. Current positions with a current rate greater than the ~~flat rate~~ **percentage rate** will continue to receive their current rate until the amount of the ~~flat rate~~ **percentage rate** exceeds their current rate or until the person resigns from the position.
 - b. For high school athletic positions only, the coach would receive the ~~flat~~ **listed** rate for the first five years in the position. Beginning the 6th year in one area (sport), the coach

would receive an additional ~~\$500~~1%. Beginning the 11th year in one area (sport) he/she ~~they~~ would receive an additional ~~\$750.00~~ 1.5%.

- Tier 1 1-5 years = ~~flat rate~~percentage rate
- Tier 2 6-10 years = ~~flat rate + \$500.00~~percentage rate + 1%
- Tier 3 11+ years = ~~flat rate + \$750.00~~percentage rate + 1.5%

c. For middle school athletic positions only, the coach would receive the listed rate for the first five years in the position. Beginning the 6th year in one area (sport), the coach would receive an additional .5%. Beginning the 11th year in one area (sport) they would receive an additional .75%. Effective 2026/27 school year, coaches will be placed on the correct longevity tier based on current coaching tenure.

- Tier 1 1-5 years = percentage rate
- Tier 2 6-10 years = percentage rate + .5%
- Tier 3 11+ years = percentage rate + .75%

For middle school athletic positions only, ~~beginning in the 2019/20 school year, middle school coaches will be compensated based on the percentage rate. three-step schedule below. Middle school coaches will begin on step 1 when they are he/she is new to the middle school coaching positions in P-GCS. Middle school coaches will not receive longevity.~~

- ~~Step 1 \$1,500.00~~
- ~~Step 2 \$1,800.00~~
- ~~Step 3 \$2,000.00~~

	Minimum # of positions
Girls Softball Coach – MS	(5)
Boys Softball Coach – MS	(5)
Girls Basketball Coach – MS	(5)
Boys Basketball Coach – MS	(5)
Swimming Coach – MS	(15)
Diving Coach – MS	(5)
Girls Volleyball Coach – MS	(5)
Boys Volleyball Coach – MS	(5)
Track Coach – MS	(15)
Wrestling – MS	(5)
Cross Country – MS	(10)

~~the following ratios will be used to add additional coaches:~~

- ~~Swimming & Wrestling 25:1~~
- ~~Track 40:1~~
- ~~Cross country 50:1~~

10. NO person may hold the Head and Assistant positions in the same activity.
11. Guidelines for ~~fixing~~ **establishing** position on the salary schedule for riders shall include, but not be limited to the following:
 - a. Job description

- b. Length of assignment
 - c. Vacation time involved
 - d. Equipment responsibility
 - e. Students involved
 - f. Scouting assignments
 - g. Level of community participation/response
 - h. Off-season preparation
 - i. Health and safety responsibility (training)
 - j. Legal liability
 - k. Time beyond contractual day
 - l. Training or certification in area
12. The Board and Association agree that the various categories and positions for extracurricular activities may need to be updated and corrected.
- a. The parties agree that a Joint Committee of not more than three (3) persons appointed by the Association and three (3) persons appointed by the administration shall review all the categories and positions. Any recommended adjustment of Appendix B and C by the committee shall be made no later than April 1 of the school year prior to implementation.
- b. At a building level K-12, if an Appendix B position is not currently active, the building chairs and building principal, and/or their designee, shall meet and come to agreement to reassign designated funds to other positions, not listed.
13. In regards to riders for extra duty stipends, the following is understood:
- All known rider assignments for extracurricular duties of a yearly nature, shall be distributed and determined by October 1 of the school year.
- Such signed riders must be submitted to the Human Resources Department no later than October 7.
- Payment of such riders shall be by lump sum of any retroactive adjustment and the balance shall then appear as a regular prorated amount in paychecks for the balance of the year, beginning with the last pay in October.
- It is our commitment to hold to these dates and deadlines barring any uncontrollable or unforeseen circumstances.
- ~~13. A committee shall be convened for the duration of the 2024-2025 school year for the purpose of reviewing all of Schedules B and C and to make recommendations for change. The committee shall include, at a minimum, a representative from Marching Band, the AMPE In department, an athletics coach who is a teacher in P-CCS, and an Assistant Principal for Athletics and Activities. This committee will also discuss the impact of missed planning periods related to directed meeting attendance that do not include meetings related to evaluation, due process or staff meetings. This committee will produce a recommended series of changes by May 30, 2025.~~

Appendix B
P-CEP Athletic Program

Sport	Position	Base Rider	Percentage Rate	# Positions
B Basketball	Head Varsity (1)	\$5,000.00	10.25%	3.00
B Basketball	Junior Varsity (1)	\$3,500.00	7.25%	3.00
B Basketball	9th Grade (1)	\$3,500.00	7.25%	3.00
B Cross Country	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Cross Country	Varsity Assistant (1)	\$3,000.00	6.25%	3.00
B Cross Country-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	6.25%	3.00
B Golf	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Ice Hockey	Head Varsity (1)	\$5,000.00	10.25%	3.00
B Ice Hockey	Assistant Varsity (1)	\$3,500.00	7.25%	3.00
B Lacrosse	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Lacrosse	Junior Varsity (1)	\$3,000.00	6.25%	3.00
B Soccer	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Soccer	Junior Varsity (1)	\$3,500.00	7.25%	3.00
B Soccer	9th Grade (1)	\$3,000.00	6.25%	3.00
B Swim/Dive	Head Varsity (1)	\$5,000.00	10.25%	3.00
B Swim/Dive	Asst./Diving (1)	\$3,500.00	7.25%	3.00
B Swim/Dive	Varsity Assistant (1)	\$3,500.00	7.25%	3.00
B Swim/Dive-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	7.25%	3.00
B Tennis	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Tennis	Varsity Assistant (1)	\$3,000.00	6.25%	3.00
B Tennis-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	6.25%	3.00
B Track & Field	Head Varsity (1)	\$4,500.00	9.25%	3.00
B Track & Field	Varsity Assistant (1)	\$3,000.00	6.25%	3.00
B Track & Field	Track/Assistant (1)	\$3,000.00	6.25%	3.00
B Track & Field	Varsity Asst. PV (split B/G) (.5)	\$1,500.00	3.25%	1.50
B Track & Field-contingent	Varsity Assistant-contingent (75-100 part)	\$3,000.00	6.25%	3.00
B Volleyball	Head Varsity (1)		9.25%	3.00
B Volleyball JV or 9 th grade	Junior Varsity or Freshman (1)		7.25%	3.00
Baseball	Head Varsity (1)	\$4,500.00	9.25%	3.00
Baseball	Junior Varsity (1)	\$3,000.00	6.25%	3.00
Baseball	9th Grade (1)	\$3,000.00	6.25%	3.00
Bowling (B&G)	Head Varsity (B&G)	\$4,500.00	9.25%	3.00
Competitive Cheer	Head Varsity	\$5,000.00	10.25%	3.00
Competitive Pom	Head Varsity (1)	\$5,000.00	10.25%	3.00
Football	Head Varsity (1)	\$6,000.00	12.25%	3.00
Football	Varsity Assistant-Canton HS (5)	\$3,500.00	7.25%	5.00
Football	Varsity Assistant-Plymouth HS (5)	\$3,500.00	7.25%	5.00
Football	Varsity Assistant-Salem HS (5)	\$3,500.00	7.25%	5.00
Football	9th Grade (1)	\$3,500.00	7.25%	3.00
Football	9th Grade/JV Head (1)	\$3,500.00	7.25%	3.00
Field Hockey	Head Varsity (1) for PCEP		9.25%	1.00

Field Hockey	Assistant Varsity (1) for PCEP		7.25%	1.00
G Basketball	Head Varsity (1)	\$5,000.00	10.25%	3.00
G Basketball	Junior Varsity (1)	\$3,500.00	7.25%	3.00
G Basketball	9th Grade (1)	\$3,500.00	7.25%	3.00
G Cross Country	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Cross Country	Varsity Assistant (1)	\$3,000.00	6.25%	3.00
G Cross Country-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	6.25%	3.00
G Flag Football	Head Varsity (1) for PCEP		9.25%	1.00
G Flag Football	Assistant Varsity (1) for PCEP		7.25%	1.00
G Golf	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Ice Hockey	Head Varsity (1.0) for PCEP	\$5,000.00	10.25%	1.00
G Ice Hockey	Assistant Varsity (1.0) for PCEP	\$3,500.00	7.25%	1.00
G Lacrosse	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Lacrosse	Junior Varsity (1)	\$3,000.00	6.25%	3.00
G Soccer	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Soccer	Junior Varsity (1)	\$3,500.00	7.25%	3.00
G Soccer	9th Grade (1)	\$3,000.00	6.25%	3.00
G Swim/Dive	Head Varsity (1)	\$5,000.00	10.25%	3.00
G Swim/Dive	Asst./Diving (1)	\$3,500.00	7.25%	3.00
G Swim/Dive	Varsity Assistant (1)	\$3,500.00	7.25%	3.00
G Swim/Dive-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	7.25%	3.00
G Tennis	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Tennis	Junior Varsity (1)	\$3,000.00	6.25%	3.00
G Tennis-contingent	Varsity Assistant-contingent (50-75 part)	\$3,000.00	6.25%	3.00
G Track & Field	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Track & Field	Varsity Assistant (1)	\$3,000.00	6.25%	3.00
G Track & Field	Track/Assistant (1)	\$3,000.00	6.25%	3.00
G Track & Field	Varsity Asst. PV (split B/G) (.5)	\$1,500.00	3.25%	1.50
G Track & Field-contingent	Varsity Assistant-contingent (75-100 part)	\$3,000.00	6.25%	3.00
G Volleyball	Head Varsity (1)	\$4,500.00	9.25%	3.00
G Volleyball	JV or 9th grade (2 per HS)	\$3,500.00	7.25%	6.00
Gymnastics	Head Varsity (1)	\$5,000.00	10.25%	3.00
Gymnastics	Varsity Assistant (1)	\$3,500.00	7.25%	3.00
Sideline Cheer	Head Varsity (1)	\$2,500.00	5.25%	3.00
Sideline Pom	Head Varsity (1)		5.25%	3.00
Softball	Head Varsity (1)	\$4,500.00	9.25%	3.00
Softball	Junior Varsity (1)	\$3,000.00	6.25%	3.00
Unified Sports-PCEP	Head Coach (1)	\$4,500.00	9.25%	1.00
Unified Sports-PCEP	Assistant (1)	\$3,000.00	6.25%	1.00
Wrestling	Head Varsity (1)	\$5,000.00	10.25%	3.00
Wrestling	Varsity Assistant (1)	\$3,500.00	7.25%	3.00
Wrestling-contingent	Varsity Assistant-contingent (50-75 part)	\$3,500.00	7.25%	3.00

Longevity

Tier 1	1 - 5 Years = Flat Percentage Rate
Tier 2	6 - 10 Years = Flat Percentage Rate + \$500-1%
Tier 3	10+ Years = Flat Percentage Rate + \$750 1.5%

Non-Cut Sport Additional - Swim, Cross Country, Wrestling, Tennis
 50 - 75 Participants = 1 additional assistant
 75 - 100 Participants = 2 additional assistants

Non-Cut Sport Additional - Track and Field
 75 - 100 Participants = 1 additional assistant
 100 - 125 Participants = 2 additional assistants
 125+ Participants = 3 additional assistants

Appendix B Middle School Athletic Program

Sport	Percentage Rate	# Positions
G Basketball Coach	4.25%	5.00
B Basketball Coach	4.25%	5.00
Coed Swimming Coach	4.25%	15.00
Coed Swimming Coach- contingent additional (above ratio 25:1)	4.25%	
Coed Diving Coach	4.25%	5.00
G Volleyball Coach	4.25%	5.00
B Volleyball Coach	4.25%	5.00
Coed Track Coach	4.25%	15.00
Coed Track Coach- contingent additional (above ratio 40:1)	4.25%	
Coed Wrestling Coach	4.25%	5.00
Coed Wrestling Coach- contingent additional (above ratio 25:1)	4.25%	
Coed Cross Country Coach	4.25%	10.00
Coed Cross Country Coach- contingent additional (above ratio 50:1)	4.25%	

Longevity

Tier 1	1 - 5 Years = Percentage Rate
Tier 2	6 - 10 Years = Percentage Rate + .5%
Tier 3	10+ Years = Percentage Rate + .75%

Appendix B
Activities Riders

P-CEP Activities	Rider per position	Percentage Rate	# Positions
Marching Band – PCEP	\$5,000.00	12.00%	3
Assistant Marching Band Dir. – PCEP	\$2,500.00	5.25%	6
Drama - PCEP Musical Director Park Players- PCEP	\$5,000.00	10.25%	1
Drama - Associate Director Park Players- PCEP	\$4,000.00	8.25%	1
Drama- Park Players Assistants		5.25%	4
National Honors Society Advisor – PCEP	\$5,000.00	10.25%	3
Congress Leader-Canton, Plymouth, Salem	\$5,000.00	11.25%	3
Instrumental Music - PCEP	\$4,000.00	8.25%	3
School Paper – PCEP E Sports - PCEP	\$1,500.00	3.25%	1
Yearbook – PCEP Powerlifting - PCEP	\$1,500.00	3.25%	1
Robotics Advisor – PCEP	\$5,000.00	10.50%	1
Assistant Robotics Advisor- PCEP		5.25%	2
Orchestra - PCEP	\$4,000.00	8.25%	1
Jazz band – PCEP	\$4,000.00	8.25%	1
Winter Percussion- PCEP		8.25%	1
Vocal Music - PCEP	\$4,000.00	8.25%	2
Class Sponsor - 12th Grade - Canton, Plymouth, Salem	\$1,500.00	1.25%	3
Class Sponsor - 11th Grade - Canton, Plymouth, Salem	\$1,000.00	1.25%	3
Class Sponsor - 10th Grade - Canton, Plymouth, Salem	\$1,000.00	1.25%	3
Class Sponsor - 9th Grade - Canton, Plymouth, Salem	\$1,000.00	1.25%	3
PEP BAND - Winter- PCEP	\$1,000.00	2.25%	3
Debate -PCEP	\$1,500.00	3.25%	3
Model UN – PCEP	\$1,000.00	3.25%	1
DECA - Canton, Plymouth, Salem	\$1,500.00	3.25%	3
HOSA- PCEP	\$1,500.00	3.25%	2
Forensics - PCEP	\$1,000.00	3.25%	1
Science Olympiad Advisor- Canton, Plymouth, Salem	\$1,500.00	3.25%	3
Math Olympiad Advisor- Canton, Plymouth, Salem	\$1,500.00	3.25%	3
Mock Trial- Canton, Plymouth, Salem	\$1,000.00	3.25%	3
Gourmet Club-PCEP	\$1,500.00	3.25%	4-2
Quiz Bowl- PCEP	\$1,000.00	2.25%	1
Diversity Council-PCEP	\$1,000.00	2.25%	1
Key Club- PCEP	\$1,000.00	3.25%	2
Summer Youth Dialogues Advisor	\$800.00	1.75%	1
Small Learning Communities Advisor	\$1,000.00		4
Business Professionals of America- PCEP	\$1,000.00	2.25%	1
Link Crew Coordinator (Canton, Plymouth, Salem)		9.25%	3
PCEP Activities Coordinator		3.25%	1
Starkweather Activities			
Key Club – Starkweather	\$800.00	1.75%	1

Middle Activities		Percentage Rate	Positions
Athletic Liaison-MS	\$3,000.00	6.25%	5
Student Activity Director – MS (Includes MS VA)	\$1,500.00	3.25%	6 5
Vocal – MS	\$1,500.00	3.25%	5
Band – MS	\$1,500.00	3.25%	5
Orchestra – MS	\$1,500.00	3.25%	3
Drama – MS	\$1,200.00	2.50%	5
Student Publication-MS	\$1,500.00	3.25%	5
National Junior Honors Society Advisor – MS (includes MS VA)	\$3,000.00	6.25%	6 5
Robotics-MS	\$1,000.00	2.25%	5
Science Olympiad Advisor – MS	\$1,000.00	2.25%	5
Math Olympiad Counts Advisor-MS	\$500.00	2.25%	5
eSports – MS		3.25%	5
Overnight Trip Coordinator		1.00%	10
Overnight Trip Coordinator – contingent 4+ nights		.50%	
WEB		6.25%	5

Elementary Activities			
Stem Elementary Teacher Coordinator-	\$500.00		28
Elementary Enhancement Leaders	\$1,700.00	3.50%	14
Overnight Trip Coordinator		1.00%	14
Robotics		2.25%	14
Student Publications		2.25%	14
Music Performance (minimum of two after hours)		1.50%	10

In addition to Appendix B, sponsors of clubs and activities at our K-12 buildings will be compensated at a flat rate of \$200 ~~\$500~~ per year, provided that the club or activity has met the activity requirements and guidelines established. The maximum number of clubs at the elementary and middle schools, ~~including the virtual academies~~, will be determined by figuring one (1) club for every 100 students enrolled at each school. Each school shall have stipends for no fewer than ~~5~~ 7 clubs per year. ~~In the event the number of clubs in a school is less than the minimum number, the stipends may be combined providing larger club status guidelines have been met as determined by the appropriate administrator and/or their designee and the PCEA building chairs.~~

At the elementary and middle school levels, the number of clubs will be as follows based on student enrollment after the first official count day of the year:

- ~~1-599 Students: 5 clubs~~
- ~~1-600-699 Students: 6~~ 7 clubs
- 700-799 Students: 7 8 clubs
- 800-899 Students: ~~8~~ 9 clubs
- ~~900-999 Students: 9~~ 10 clubs

The list of clubs will be reviewed and maintained on a yearly basis. A full list of approved clubs and activities will also be maintained with the PCEA President and in the Human Resources Department. New clubs will be added after the general requirements are met.

APPENDIX C

- A. The elementary school representative leaders will receive a yearly stipend of \$2,200. The following areas will have one representative/leader per building: Young 5's-2nd Grade, 3rd-5th grade. The following areas will have one representative/leader per district: Art, Innovation, Media, Music, and Physical Education.

The middle school representative leaders ~~are~~ will receive a yearly stipend of \$2,200. The following areas will have one representative/leader per building: Language Arts, Social Studies, Math, Science, Practical Arts, and M.S. Building Support. ~~will receive a yearly stipend of \$1,760.00. Department release time for department activities may be approved by the building principal.~~

The high school ~~representative teacher~~ leaders will receive a yearly stipend of ~~\$4,400.00~~ \$2,200. The following areas are part of this agreement: Life Management Education, World Language, Mathematics, English, Counseling, Physical Education, Social Studies, Art Education, Career and Technical Education, Journey/Growth Program, Science, and Special Education.

Up to 10 District Special Education Representative Leaders, as determined by the Special Education Standing Committee, will be paid a yearly stipend of \$2,200.

All School Representative Leader positions shall be posted with the minimum qualifications for the position and require an application process. Release time for curriculum activities may be approved by the building principal.

- B. The district shall maintain two (2) mentor/induction program coordinators, one at the elementary level and one at the secondary level. The mentor/induction program coordinators will receive a yearly stipend of \$4,000.
- C. Teachers who are assigned to an extra class will receive 20% of their contract.

D. Extra Pay Items- Misc Rate Sheet

Category	Task	Rate	Time	Notes
Supervision	Class Sub Coverage	\$53.33	class period	\$1.07 / minute for Starkweather class rate. Daily Premier Sub rate, divided by six (6), multiplied by 2. (Example: If the daily rate is \$160.00 per day, the formula would be \$160.00 / 6 X 2 = \$53.33 for the period.)
	After-school chaperone	\$40.00	per event	
	AM/ PM Duty	\$15.00	per event	20 min per event
	Breakfast Duty	\$15.00	per event	
	Lunch Duty/ Lunch Academic Support/ Lunch Detention	\$30.00	per lunch	
	Detention (AM/ PM)	\$35.00	per event	Saturday Detention = \$105
	Overnight Curricular School Trip Chaperone	\$60.00	per night	For staff chaperones not already provided for in the collective bargaining agreement.
	K-8 Special Beyond the School Day Event Stipend	\$2,500.00	per building	Each school will receive a special event stipend of \$2500 per school year. The stipend is capped at \$200 for any one event and \$600 for any one individual per year per school. The stipend will be allocated at the discretion of the principal for the planning and coordination of events not already provided for in the collective bargaining agreement.
Professional Learning	Voluntary PD attendance outside of work hours	\$25.00	per hour	
	Required PD attendance outside of work hours	per diem	per hour	
	Curriculum Development outside of regular workday	\$40.00	per hour	
	PD Facilitation/ Presentation outside of regular workday	\$45.00	per hour	
	Preparation for PD Facilitation/ Presentation occurring during the regular workday	\$40.00	per hour	Number of preparation hours can be up to the number of presentation hours
	Mentoring a teacher	\$200.00	per school year	
Educational Support	Kindergarten Orientation/ Initial Assessment	\$45.00	per hour	
	Summer School/ Academy Teaching	\$45.00	per hour	
	Title 1/ Grant Funded Academic Tutoring	\$30.00	per hour	
	Assessment/ Test Proctoring outside of regular work day	\$30.00	per hour	
	Family Involvement/ Orientation Meetings	\$30.00	per hour	Excluding contracted responsibilities such as, but not limited to, Open House or Parent-Teacher Conferences
	Attending student focused meetings during planning period, beyond 10 per year. Not including discipline, evaluation, or IDP meetings.	\$53.33	per planning period	For special education teachers, this is beyond the conference comp time listed in the contract.
	All of the above require prior written approval			

Changes in Medical Insurance

The plan year for all medical plans is changing from September – August to January – December. This change will require the District to pay the maximum dollar amount allowable by law as soon as the law allows (January of each year). This change will require a new open enrollment that will occur sometime in the fall of 2026 for the new plan year starting January 1, 2027.

The selection you made in May 2026 can be reaffirmed or you can switch into a different plan* (see notes below about Plans 1-4). There will be a rate increase again in January 2027, but the next rate increase will not occur until January 2028.

The bargaining team also reviewed rates from multiple other providers, including MESSA, AETNA, and Priority Health. Priority Health is expected to release updated rates in the fall. IF the rates are delivered in time AND they show substantial savings to the employees, the bargaining teams will meet to discuss the possibility of presenting this change to the membership for a January 1, 2027 implementation.

APPENDIX H

Benefit Summary Sheet

Eligibility Period: None

HEALTH INSURANCE

Company: Blue Cross Blue Shield
Telephone: 1-800-637-2227 (claims & I.D. cards)
Internet address: www.bcbsm.com
Outside of Michigan: 1-800-810-BLUE (to locate an out of state provider)
Group: 71711

Benefits:

(SEE ATTACHED SHEET FOR PLAN CHOICE 1*, 2*, 3*, 4*, 5, 6, 6A, HSA 1 or HSA 2, HMO 1 or HMO 2)

***Plans 1-4 have been closed and will not accept any new enrollees. Members currently enrolled in Plans 1-4 can remain in their current plan or enroll in any plan that is 5 or higher.**

Employee Cost: Amount above hard cap set by PA 152
Effective: Date of hire/end of eligibility period
Open Enrollment: ~~May to be effective September 1~~ **October to be effective January 1**
(Only time to enroll or add dependents if not done at the time of the event)
Benefit Year: ~~September – August~~ **January – December**

Cash In Lieu: \$1,000 \$2,000 up to 290-320 members.* \$2,000-291-320 members, \$3,000-321+ members
***if insurance opt outs surpass 320 members, the parties will meet to reassess the value of the stipend and determine if a new bracket should be added.**

For HSA eligible plans, members can choose to have a portion of their deductible frontload by the District to be repaid through payroll deductions in equal installments throughout the school year. The frontloading will occur in two installments, in January and July, and be equal to 25% of the deductible total for each installment.

DENTAL INSURANCE

Company: BCBS Blue Dental PPO (www.mibluedentist.com) Telephone: 1-888-826-8152
 Group: #71757
 Open Enrollment: May to be effective September 1
 (Only time to enroll or add dependents, if not done at the time of the event.)
 Effective: 1st of the month after date of hire

Benefits: 100/80/80 or 100/90/80/80 if dental PPO is used.
 \$2,000 annual max (Effective 10/1/21)
 \$2,000 lifetime ortho max (Effective 10/1/21)
 Benefit year: September – August

LIFE INSURANCE

Company: CIGNA FLX963665
Benefit: \$40,000 Term Life (Effective 9-1-21)
 Effective: End of eligibility period

LONG TERM DISABILITY

Company: CIGNA
 Group: LK62601 - Class 1
 Effective: 1st of the month after date of hire
Benefit: 90 calendar day qualifying period
 66 2/3% of monthly salary, ~~\$4500~~ \$6500 mo. Max

VISION INSURANCE

Company: NVA (National Vision
 Administrators) Telephone: 1-800-672-7723
 Group: 8662
 Open Enrollment: May to be effective September 1
 (One time to enroll or add dependents, if not done at the time of the event.)
 Effective: 1st of the month after date of hire

<u>BENEFITS</u>	<u>IN-NETWORK</u>	<u>OUT-OF-NETWORK</u>
EXAM	Covered 100%	Up to \$75
LENSES	Standard Glass or Plastic Covered 100%	Single Vision Up to \$100 Bi-Focal Up to \$100 Tri-Focal Up to \$125 Lenticular Up to \$125
LENS OPTIONS	Progressives (Standard) 100% Progressives (Premium) 100%	N/A N/A
FRAME	Covered up to \$75 (20% discount off remaining balance over \$75 allowance)	Up to \$75
CONTACT LENSES	Up to \$150 Retail Allowance (15% discount (Conventional) or 10% discount (Disposable) off remaining balance over \$150)	Up to \$150
Benefit year:	January - December	

EMPLOYEE ASSISTANCE PROGRAM

Company: ULLIANCE
Telephone: 1-800-448-8326 www.lifeadvisor.com

FINANCIAL ASSISTANCE PROGRAM

Company: Your Money Line
Telephone: 1-833-890-4077 yourmoneyline.com/pccsk12

FLEXIBLE SPENDING ACCOUNT

Company: HealthEquity
Telephone: 1-866-346-5800

Plymouth Canton Community Schools

Plan Offering - TEACHERS

JANUARY 1, 2027 - DECEMBER 31, 2027

BCBS COMMUNITY BLUE PPO	Plan Choice #1 (FSA Compatible)		Plan Choice #2 (FSA Compatible)		Plan Choice #3 (FSA Compatible)		Plan Choice #4 (FSA Compatible)		Plan Choice #5 (FSA Compatible)		Plan Choice #6 (FSA Compatible)	
Plan Design	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Single/Family)	\$100 / \$200	\$250 / \$500	\$500 / \$1,000	\$1,000/\$2,000	\$500 / \$1,000	\$1,000/\$2,000	\$1,250/\$2,500	\$2,500/\$5,000	\$1,450/\$2,900	\$2,900/\$5,800	\$2,000/\$4,000	\$4,000/\$8,000
Office Visit / Urgent Care	\$20 copay	70% after deductible	\$20 copay	70% after deductible	\$20 copay	60% after deductible	\$30 copay	80% after deductible	\$15 Office Visit/\$40 Urgent Care	70% after deductible	\$30 Office Visit/\$60 Urgent Care	60% after deductible
Emergency Room	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$100 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$150 copay (waived if injury or if admitted)	\$250 copay (waived if injury or if admitted)	\$250 copay (waived if injury or if admitted)
Preventive Care	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered
Coinsurance	90% after deductible	70% after deductible	90% after deductible	70% after deductible	80% after deductible	60% after deductible	100% after deductible	80% after deductible	90% after deductible	70% after deductible	80% after deductible	60% after deductible
Coinsurance Maximum (Single/Family) Not Including	\$500/\$1,000	\$1,500/\$3,000	\$1,000/\$2,000	\$2,000/\$4,000	\$1,500/\$3,000	\$3,000/\$6,000	N/A	\$3,000/\$6,000	\$1,000/\$2,000	\$2,000/\$4,000	\$1,500/\$3,000	\$3,000/\$6,000
Prescription Drugs	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 1)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$10 Generic \$40 Brand \$40 Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$15 Generic \$50 Brand 50% (\$70 min/\$100 max) Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays
Out-of-Pocket Maximum In-Network includes applicable deductibles, coinsurance and copays. Out-of-Network excludes copays	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year
	YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION	
Single	\$9,255.60		\$7,441.68		\$6,341.28		\$5,062.44		\$3,899.52		\$3,023.28	
2-Person	\$17,842.44		\$14,234.16		\$12,030.84		\$10,572.48		\$8,153.52		\$6,323.28	
Family	\$25,740.96		\$20,668.32		\$17,639.04		\$13,806.60		\$10,643.76		\$8,243.40	
	PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)	
Single	\$462.78		\$372.09		\$317.07		\$253.13		\$194.98		\$151.19	
2-Person	\$892.13		\$711.71		\$601.55		\$528.63		\$407.68		\$316.17	
Family	\$1,287.05		\$1,033.42		\$881.96		\$690.33		\$532.19		\$412.17	

JANUARY 1, 2027 - DECEMBER 31, 2027		
BCBS COMMUNITY BLUE PPO	Plan Choice #6A FSA Compatible	
Plan Design	In-Network	Out-of-Network
Deductible (Single/Family)	\$0/\$4,000	\$4,000/\$8,000
Office Visit / Urgent Care	\$30 Office Visit/\$60 Urgent Care (After Deductible)	60% after deductible
Emergency Room	\$250 copay after deductible (waived if injury or if admitted)	\$250 copay (waived if injury or if admitted)
Preventive Care	\$0	Preventive Care
Coinsurance	80% after deductible	60% after deductible
Coinsurance Maximum (Single/Family) Not Including Deductible	\$1,500/\$3,000	\$3,000/\$6,000
Prescription Drugs (copays in network apply after deductible is met)	\$15 Generic \$50 Brand 50% (\$70 min/\$100 max) Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays
Out-of-Pocket Maximum In-Network includes applicable deductibles, coinsurance and copays. Out-of-Network excludes copays	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$12,700 per member/\$25,400 for 2 or more members per calendar year
	YEARLY PAYROLL DEDUCTION	
Single	\$1,592.64	
2-Person	\$3,330.72	
Family	\$4,341.12	
	PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)	
Single	\$79.64	
2-Person	\$166.54	
Family	\$217.06	

Plan 6 vs 6A

With Plan 6 you pay copays for office visits, ER visits, Urgent care visits and prescriptions. All other services go toward the individual deductible and then the individual coinsurance up to the individual coinsurance maximum. Preventive services are 100% covered. GLP-1 drugs are covered under plan 6.

With Plan 6A you have to meet the individual deductible first then you begin paying copays for office visits, ER visits, Urgent care visits and prescriptions and 20% for everything else up to the individual coinsurance maximum. Preventive services are 100% covered. GLP-1 drugs are not covered in plan 6A.

JANUARY 1, 2027 - DECEMBER 31, 2027

BCBS COMMUNITY BLUE PPO	Plan Choice #7 (BCBS HSA) HSA Compatible		Plan Choice #8 (BCBS HSA) HSA Compatible	
Plan Design	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Single/Family)	\$2,000/\$4,000	\$4,000/\$8,000	\$2,500/\$5,000	\$5,000/\$10,000
Office Visit / Urgent Care	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Emergency Room	80% after deductible	60% after deductible	80% after deductible	60% after deductible
Preventive Care	100% (not subject to deductible)	Not Covered	100% (not subject to deductible)	Not Covered
Coinsurance	80% after deductible	80% after deductible	80% after deductible	80% after deductible
Coinsurance Maximum (Single/Family) Not Including Deductible	N/A	N/A	N/A	N/A
Prescription Drugs (copays for HSA plans apply after deductible is met)	\$15 Generic \$50 Brand 50% (\$70 min/\$100 max) Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays	\$15 Generic \$50 Brand 50% (\$70 min/\$100 max) Non Preferred Brand (Mail Order x 2)	75% of approved amount; plus copays
Out-of-Pocket Maximum In-Network includes applicable deductibles, coinsurance and copays. Out-of-Network excludes copays	\$3,000 per member/\$6,000 for 2 or more members per calendar year	\$6,000 per member/\$12,000 for 2 or more members per calendar year	\$4,000 per member/\$8,000 for 2 or more members per calendar year	\$8,000 per member/\$16,000 for 2 or more members per calendar year
	YEARLY PAYROLL DEDUCTION		YEARLY PAYROLL DEDUCTION	
Single	\$2,154.24		\$1,708.32	
2-Person	\$4,501.20		\$3,572.52	
Family	\$5,873.28		\$4,661.76	
	PER PAY DEDUCTION BEGINNING 1/10/27 (OVER 20 PAYS)		PER PAY DEDUCTION BEGINNING 1-1-27 (OVER 20 PAYS)	
Single	\$107.72		\$85.42	
2-Person	\$225.06		\$178.63	
Family	\$293.67		\$233.09	

JANUARY 1, 2027 - DECEMBER 31, 2027		
BCBS BLUE CARE NETWORK HMO	Plan Choice #9 (BCN HMO) Compatible with FSA account	Plan Choice #10 (BCN HMO HSA) Compatible with HSA Account
Plan Design	In-Network	In-Network
Deductible (Single/Family)	\$2,000/\$4,000	\$3,000 (need to meet before anything covered/\$6,000 (2 or more members need to meet family deductible before anything is covered.
Office Visit / Urgent Care	\$30 office visit/\$65 urgent care copay	80% after deductible
Emergency Room	\$300 copay (waived if injury or if admitted)	80% after deductible
Preventive Care	100% (not subject to deductible)	100% (not subject to deductible)
Coinsurance	80% after deductible	80% after deductible
Coinsurance Maximum (Single/Family) Not Including Deductible	\$1,500 / \$3,000	N/A
Prescription Drugs	\$15 Generic \$50 Brand 50% (\$70 min/\$100 max) Non Preferred Brand (Mail Order x 2)	\$15 Generic after ded. \$50 Brand after ded. 50% (\$70 min/\$100 max) Non Preferred Brand after ded. (Mail Order x 2)
Out-of-Pocket Maximum In-Network includes applicable deductibles, coinsurance and copays. Out-of-Network excludes copays	\$6,350 per member/\$12,700 for 2 or more members per calendar year	\$4,000 per member/\$8,000 for 2 or more members per calendar year
	YEARLY COST	YEARLY COST
Single	\$2,245.44	\$637.92
2-Person	\$4,696.20	\$1,329.60
Family	\$6,122.16	\$1,734.00
	PER PAY DEDUCTION BEGINNING 1/10/27 (OVER 20 PAYS)	PER PAY DEDUCTION BEGINNING 1-10-27 (OVER 20 PAYS)
Single	\$112.28	\$31.90
2-Person	\$234.81	\$66.48
Family	\$306.11	\$86.70

Plymouth-Canton Community Schools/PCEA

2026/27 Calendar

K-12 Full Day Teacher Set Up (No Students)	August 25, 2026
K-12 Full Day Professional Development (No Students)	August 26, 2026
K-12 Half Day AM Professional Development (No Students)	August 27, 2026
K-12 Half Day PM Teacher Set Up (No Students)	
K-12 Half Day AM Professional Development (No Students)	August 28, 2026
K-12 Half Day PM Teacher Set Up (No Students)	
First Day for K-12 Students ½ Day AM	August 31, 2026
K-12 ½ Day PM Teacher Set Up (No Students)	
Kdg. Student Only ½ Day AM	September 1 & 2, 2026
Labor Day Break	September 4 – 7, 2026
K-12 Students ½ Day AM	October 30, 2026
K-12 PM Work Day	
K-12 Full Day Professional Development (No Students)	November 3, 2026
K-5 Students ½ Day AM	November 11 & 12, 2026
K-5 PM Parent-Teacher Conferences (No Students)	
Thanksgiving Break	November 25 – 27, 2026
K-5 Students ½ Day AM & ½ PM Records Day	December 9, 2026
Winter Break	December 21- January 1, 2027
Classes Resume	January 4, 2027
Grades 9-12 ½ Day AM Finals & ½ Day PM Work Day	January 13, 2027
6-12 Students ½ Day AM & PM Records Day (No Students)	January 14 & 15, 2027 January 18,
MLK Holiday (No Staff or Students)	2027
K-12 Full Day Professional Development (No Students)	January 19, 2027
K-12 Conference Comp. Day (No Staff or Students)	February 12, 2027
Mid-Winter Break (No Staff or Students)	February 15, 2027
K-12 Full Day Professional Development (No Students)	March 4, 2027
K-5 Students ½ Day AM & ½ PM Records Day	March 12, 2027
Spring Break	March 29 – April 2, 2027 April 5,
Classes Resume	2027
Grade 8 Testing AM & Grades 6-8 Students ½ Day PM	April 13, 2027
Grade 9-11 Testing AM ONLY	April 14, 2027
Grade 10-11 Testing AM & Grades 9-12 Students ½ Day PM	April 15, 2022
Memorial Day Weekend (No Staff or Students)	May 31, 2027
Grades 9-12 ½ Day AM Final Exams & ½ Day PM Work Day (No Students)	June 7, 2027
K-12 Students ½ Day AM	June 8 & 9, 2027
K-12 ½ Day PM Records Day (No Students)	

2026/27 Starkweather Calendar

Starkweather Calendar will deviate from the K-12 calendar in the following ways:

Q1: Monday, August 31, 2026 - Friday, October 30, 2026

- Monday 8/31: Schedule Pickup/Registration (No Students)
- Friday 10/30: Work Day (No Students)

Q2: Monday, November 2, 2026 - Friday, January 15, 2027

- Monday 11/2: Registration (No Students)
- Wednesday 1/13 and Thursday 1/14: Full Day for Staff and Students
- Friday 1/15: Records Day (No Students)

Q3: Monday, January 18, 2027 - Thursday March 25, 2027

- Wednesday 1/20: Registration (No Students)
- Thursday 3/25: Work Day (No Students)

Q4: Friday, March 26, 2027 - Wednesday, June 9, 2027

- Friday 3/26: Registration (No Students)
- Wednesday 4/14 and Thursday 4/15: Full Day for Students
- Monday 6/7 and Tuesday 6/8: Full Day for Staff and Students
- Wednesday 6/9: Records Day (No Students)

Plymouth-Canton Community Schools/PCEA

2027/28 Calendar

K-12 Full Day Teacher Set Up (No Students)	August 24, 2027
K-12 Full Day Professional Development (No Students)	August 25, 2027
K-12 Half Day AM Professional Development (No Students)	August 26, 2027
K-12 Half Day PM Teacher Set Up (No Students)	
K-12 Half Day AM Professional Development (No Students)	August 27, 2027
K-12 Half Day PM Teacher Set Up (No Students)	
First Day for K-12 Students ½ Day AM	August 30, 2027
K-12 ½ Day PM Teacher Set Up (No Students)	
Kdg. Student Only ½ Day AM	August 31 & September 1, 2027
Labor Day Break	September 3 – 6, 2027
Fall Break	October 15 – 18, 2027
K-12 Students ½ Day AM	October 29, 2027
K-12 PM Work Day	
K-12 Full Day Professional Development (No Students)	November 2, 2027
K-5 Students ½ Day AM	November 10 & 11, 2027
K-5 PM Parent-Teacher Conferences (No Students)	
Thanksgiving Break	November 24 – 28, 2027
K-5 Students ½ Day AM & ½ PM Records Day	December 10, 2027
Winter Break	December 20- 31, 2028
Classes Resume	January 3, 2028
Grades 9-12 ½ Day AM Finals & ½ Day PM Work Day	January 12, 2028
6-12 Students ½ Day AM & PM Records Day (No Students)	January 13 & 14, 2028
MLK Holiday (No Staff or Students)	January 17, 2028
K-12 Full Day Professional Development (No Students)	January 18, 2028
K-12 Conference Comp. Day (No Staff or Students)	February 18, 2028
Mid-Winter Break (No Staff or Students)	February 19, 2028
K-12 Full Day Professional Development (No Students)	February 29, 2028
K-5 Students ½ Day AM & ½ PM Records Day	March 12, 2028
Spring Break	March 27 – 31, 2028
Classes Resume	April 3, 2028
Grade 8 Testing AM & Grades 6-8 Students ½ Day PM	April 11, 2028
Grade 9-11 Testing AM ONLY	April 12, 2028
Grade 10-11 Testing AM & Grades 9-12 Students ½ Day PM	April 13, 2028
Memorial Day Weekend (No Staff or Students)	May 29, 2028
Grades 9-12 ½ Day AM Final Exams & ½ Day PM Work Day (No Students)	June 7, 2028
K-12 Students ½ Day AM	June 8 & 9, 2028
K-12 ½ Day PM Records Day (No Students)	

2027/28 Starkweather Calendar

Starkweather Calendar will deviate from the K-12 calendar in the following ways:

Q1: Monday, August 30, 2027 - Friday, October 29, 2027

- Monday 8/30: Registration (No Students)
- Friday 10/29: Work Day (No Students)

Q2: Monday, November 1, 2027 - Wednesday, January 19, 2028

- Monday 11/1: Registration (No Students)
- Wednesday 1/12 - Friday 1/14: Full Day for Staff and Students
- Wednesday 1/19: Records Day (No Students)

Q3: Thursday, January 20, 2028 - Friday, March 24, 2028

- Thursday 1/20: Registration (No Students)
- Friday 3/24: Work Day (No Students)

Q4: Monday, April 3, 2028 - Friday, June 9, 2028

- Monday 4/3: Registration (No Students)
- Wednesday 4/12 and Thursday 4/13: Full Day for Staff and Students
- Wednesday 6/7 and Thursday 6/8: Full Day for Staff and Students
- Friday 6/9: Records Day (No Students)