

2025-2026 SALARY SCHEDULE

4.5% Salary Increase over previous contract year

BA Continuing, Provisional, or Life or Permanent		BA Degree + 20		MA Degree	
2025-2026		2025-2026		2025-2026	
0	51,274	0	52,679	0	55,961
1	52,686	1	54,099	1	57,395
2	53,862	2	55,275	2	58,571
3	55,041	3	56,454	3	59,750
4	57,630	4	59,044	4	62,339
5	60,221	5	61,633	5	64,930
6	62,811	6	64,224	6	67,520
7	65,635	7	67,049	7	70,346
8	68,462	8	69,874	8	73,172
9	71,287	9	72,703	9	75,998
10	74,112	10	75,526	10	78,822
11	76,939	11	78,352	11	81,648
15	79,999	15	81,413	15	84,709
20	82,118	20	83,533	20	86,829
25	84,238	25	85,651	25	88,948
30	86,357	30	87,771	30	91,065

2026-2027 SALARY SCHEDULE

4% salary increase over previous contract year

BA Continuing, Provisional, or Life or Permanent		BA Degree + 20		MA Degree	
2026-2027		2026-2027		2026-2027	
0	53,325	0	54,787	0	58,199
1	54,793	1	56,263	1	59,690
2	56,017	2	57,486	2	60,914
3	57,243	3	58,712	3	62,140
4	59,935	4	61,405	4	64,833
5	62,630	5	64,098	5	67,527
6	65,323	6	66,793	6	70,220
7	68,261	7	69,731	7	73,160
8	71,201	8	72,669	8	76,099
9	74,138	9	75,611	9	79,038
10	77,077	10	78,547	10	81,975
11	80,017	11	81,486	11	84,914
15	83,199	15	84,669	15	88,097
20	85,403	20	86,874	20	90,302
25	87,608	25	89,077	25	92,506
30	89,811	30	91,281	30	94,708

SCHEDULE A

Increment to Salary

To advance on Salary Schedule A from BA to BA+20 or from BA+20 to Masters:

- A. To allow for accurate budgeting, teachers must provide the Payroll Department (Central Business Office) with written notification of their intent to apply for increment to salary increases on or before May 30th of the school year prior to the school year the increase will become effective. The form entitled "Application for Increment to Salary" can be found on our website by [clicking here](#).
- B. Both completed application and official, sealed transcripts must be received by the Payroll Department on or before August 30th to be eligible for 1st semester increase (in September) or by December 30th for 2nd semester increase (in January).
- C. Salary increases will be implemented only once each semester.
- D. To qualify for BA+20 lane, the +20 credits must be graduate level credits. Teachers previously approved, prior to September 1, 2025, using undergraduate credits will be held harmless.**
- E. For this contract only a 1% off schedule, non-reportable stipend shall be awarded at the rate of 1% of each teacher's salary on Schedule A, to be paid in the month of November.**

SCHEDULE B

Salary Schedule for Additional Duties

- A. A regularly scheduled class semester, shall constitute an overage and the compensation therefore shall be one-twelfth (1/12) in the high school and one-twelfth (1/12) in the middle school of the teacher's applicable step.
- B. In case of emergency, when one teacher is called upon to substitute for another, or in the event a teacher shall volunteer to substitute for an absent teacher, reimbursement shall be \$40 per class period.
- C. A teacher shall not be required to teach more than one class in any emergency situation but may teach more than one class if requested.
- D. The activities on the attached Exhibit 1 to Schedule B will be paid on a percentage of the annual BA base applicable to the teacher who performs the services as indicated in said attachment.
- E. Extra-duty positions may be evenly split by consenting coaches if the agreement is made with the affected coaches and the Athletic Director/Principal one week prior to the start of the season/activity. In these situations, longevity will be paid to the eligible coach only at 50% of the Bargaining Unit Member's eligible longevity amount.
- F. All Schedule B positions filled by Teachers/Certified staff who are employed shall be compensated by the Boyne City Public Schools as their employer.

- G. Staff members who are asked to supervise students outside of contractual work hours shall receive \$40 per hour if the direct supervision is not part of a schedule B position and is not related to Flex PD requirements. The principal must ask staff members to supervise to be eligible for payment.**

TENTATIVE AGREEMENT

SCHEDULE B

EXHIBIT I

Assignments	Step 0 of a BA	12 Yr Experience
BASEBALL		
Varsity (Head)	12%	1/4%
Junior Varsity (Head)	4%	1/4%
SOFTBALL		
Varsity (Head)	12%	1/4%
Junior Varsity (Head)	4%	1/4%
BASKETBALL - BOYS		
Varsity (Head)	13%	1/4%
Varsity - Assistant	3%	NA
Junior Varsity (Head)	11%	1/4%
9th Grade	7%	1/4%
8th Grade	4%	1/4%
7 & 8th Grade (Rambler Team)	4%	1/4%
7th Grade	4%	1/4%
BASKETBALL - GIRLS		
Varsity (Head)	13%	1/4%
Varsity - Assistant	3%	NA
Junior Varsity (Head)	11%	1/4%
9th Grade	7%	1/4%
8th Grade	4%	1/4%
7 & 8th Grade (Rambler Team)	4%	1/4%
7th Grade	4%	1/4%
<i>*The Association and the Employer agree that the intent of the language is to mean that the ¼% increase shall be awarded for each year of experience, up to a maximum of 12 years (3%).</i>		
Assignments	Step 0 of a BA	12 Yr Experience
CHEERLEADERS		
H.S. Cheerleader Advisor Fall	6%	1/4%
H.S. Cheerleader Advisor Winter (includes competitive cheer)	6%	1/4%
M.S. Cheerleader Advisor Fall	2%	1/4%
M.S. Cheerleader Advisor Winter (includes competitive cheer)	2%	1/4%
CROSS COUNTRY - BOYS AND GIRLS		
Varsity	7%	1/4%
MS Cross Country	4%	NA
FOOTBALL		
Varsity (Head)	13%	1/4%
Varsity - Assistants (2)	11%	1/4%
Junior Varsity (Head)	11%	1/4%
Junior Varsity - Assistants (2)	9%	1/4%
Middle School Football (2)	4%	NA
GOLF		

Boys Varsity	4%	1/4%
Girls Varsity	4%	1/4%
SOCCER		
Varsity (Boys)	8%	1/4%
Varsity – (Girls)	8%	1/4%
JV Boys Soccer	4%	NA
JV Girls Soccer	4%	NA
SKI TEAM - BOYS AND GIRLS		
Varsity	8%	1/4%
Middle School	4%	1/4%
TENNIS		
Varsity (Boys)	6%	1/4%
Varsity (Girls)	6%	1/4%
TRACK		
Varsity - Boys	7%	1/4%
Varsity (Assistant) – Boys and Girls (1)	2%	NA
Varsity - Girls	7%	1/4%
Middle School-Boys	4%	1/4%
Middle School-Girls	4%	1/4%
Middle School - Assistant (1)	1.5%	1/4%
VOLLEYBALL		
Varsity (Head)	11%	1/4%
Varsity (Assistant)	3%	1/4%
Junior Varsity (Head)	7%	1/4%
Freshman	4%	1/4%
Middle School Volleyball (2)-(3)	4%	NA
Wrestling		
Varsity (Head)	7%	1/4%
MS Wrestling	3%	NA

Assignments**Step 0 of a BA 12 Yr Experience****STUDENT ADVISORS**

Sponsor (Senior)	3.5%	NA
Sponsor (Junior)	3%	NA
Sponsor (Sophomore)	1%	NA
Sponsor (Freshman)	1%	NA
Student Council - H.S.	3%	1/4%
Student Council - M.S.	2%	1/4%
National Honor Society	3%	NA
Michigan Youth In Government - MS	2%	NA
DECA	2%	NA
Model United Nations	1%	NA
Robotics – HS Lead	4%	NA
Robotics – HS Assistant	2%	NA
Rambler Sports Network (Fall Season)	4.5%	NA
Rambler Sports Network (Winter Season)	4.5%	NA
Pride Team Advisor	3%	NA
Skills USA	2%	NA
WEB Advisor (3)	3%	NA
Camp Daggett – MS Lead Teacher	3%	NA
Salmon in the Classroom – MS Classroom		
Organizer (2)	1.5%	NA
Quiz Bowl – HS	1%	NA
MS E-Sports Advisor	1.5%	NA
MS Greenhouse Organizer (2)	1.5%	NA
HS Freshman Mentor (2)	3%	NA

THEATER PRODUCTION

Drama Program Director and Spring Musical Director	11%	1/4%
Fall Drama Director	4%	1/4% (6 yr experience)
Fall Drama Assistant Director	2%	1/4% (6 yr experience)
Fall Drama Music Director	2%	NA
Fall Drama Sound/Tech Director	2%	NA
Fall Drama Costume Director	2%	NA
Fall Drama Choreographer	2%	NA
Spring Musical Assistant Director	2%	1/4% (6 yr experience)
Spring Musical Music Director	2%	1/4% (6 yr experience)
Spring Musical Vocal	1.5%	NA
Spring Musical MS and HS Sound/Tech Director	3%	NA
Spring Musical Costume Director	2%	NA
Spring Musical Set Director (2)	2%	NA
Spring MS Choreographer and HS Drama Choreographer	3%	NA
Spring HS Choreographer	3%	NA
Elementary Spring Musical	1%	NA
Elementary Winter Musical	1%	NA

M.S. Musical/Drama Director (out of class)	6%	1/4% (6 yr experience)
M.S. Music Director	2%	NA
BAND		
Director	12%	1/4%
Jazz Band	4%	1/4%
YEARBOOK		
Yearbook Advisor (in class)	2%	1/4% (4 yr experience)
Yearbook Advisor (out of class)	4%	1/4% (4 yr experience)

TENTATIVE AGREEMENT

CURRICULUM DEVELOPMENT STIPENDS

A professional staff member who voluntarily provides leadership and coordination for a major or minor textbook adoption study shall be paid a curriculum development stipend for work in specific curriculum and grade level areas.

A "Major Study" shall be defined as a textbook adoption study which will recommend a district-wide or multiple grade level structure (generally K-12, 7-12, 9-12, or K-8) textbook series and related materials in one of the four (4) major curriculum areas. A "Minor Study" is generally a textbook adoption covering a specific grade level structure (generally K-5, 6-8 or 9-12). Stipends are not intended for specific course development or textbook adoptions that do not span a specific grade level structure. The Boyne Continuous Improvement Team shall designate whether a study constitutes a "Major Study" or "Minor Study".

Studies, recommended by the Boyne Continuous Improvement Team and approved by the Board of Education, to be conducted, shall be paid on a percentage of the annual BA Base in the curriculum areas as outlined in Exhibit II.

SCHEDULE B

Exhibit II

	Major Study		Minor Study	
	(#)	(%)	(#)	(%)
Language Arts:				
Chairperson	(1)	5.0%	(1)	2.5%
Member	(4)	1.0%	(2)	1.0%
Math:				
Chairperson	(1)	5.0%	(1)	2.5%
Member	(4)	1.0%	(2)	1.0%
Social Studies:				
Chairperson	(1)	5.0%	(1)	2.5%
Member	(4)	1.0%	(2)	1.0%
Science:				
Chairperson	(1)	5.0%	(1)	2.5%
Member	(4)	1.0%	(2)	1.0%
Practical Arts:				
Chairperson			(1)	2.5%
Member			(2)	1.0%
Fine Arts:				
Chairperson			(1)	2.5%
Member			(2)	1.0%

Special Education:

Chairperson	(1)	2.5%
Member	(2)	1.0%

Co-Curricular:

Chairperson	(1)	2.5%
Member	(2)	1.0%

TENTATIVE AGREEMENT

GRIEVANCE REPORT FORM

Grievance No. _____

(eg. 0809-01)
↑ ↑
school year 1st one of year

Boyne City School District Distribution of Grievance Report Form:

1. Superintendent
2. Principal (Submit to Principal in Duplicate)
3. Association
4. Teacher

Building: _____ Assignment: _____

Name of Grievant: _____ Date of Oral Discussion: _____

Level 1: Oral Discussion between Grievance Chair and Grievant(s) with and Principal within 10 days of knowledge of the alleged violation.

Level 2: If no resolution is achieved, a written copy of grievance is filed with Principal.
Principal arranges a 2nd meeting with Grievance Chair and Grievant(s) within 10 days.

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance _____

2. Relief Sought _____

3. Contract Section and Number of Alleged Violation _____

Date _____ Signature _____

C. Disposition by Principal _____

Date _____ Signature _____

D. Position of Grievant(s) and/or Association

Date

Signature

If additional space is needed in reporting Sections B 1 & 2 of Level 1, attach as additional sheet.

Level 2 (continued): If there is no satisfactory resolution, written grievance with Principal's disposition is sent to superintendent within 10 days.

A. Date received by Superintendent or Designee

B. Disposition of Superintendent or Designee

Date

Signature

C. Position of Grievant and/or Association

Date

Signature

Level 3: If there is no satisfactory resolution, written grievance with Principal's and Superintendent's disposition is sent to Board within 10 days. The board shall allow the Grievant(s) or the Bargaining Unit Member's Association Representative an opportunity to be heard at the next regularly scheduled board meeting. Within one month of the hearing, Board shall render its decision in writing.

A. Date Received by Board of Education or Designee _____

B. Disposition of the Board _____

Date _____ Signature _____

C. Position of Grievant and/or Association _____

Date _____ Signature _____

Level 4: If the Association is not satisfied, it may file a demand for arbitration.

A. Date submitted to Arbitrator _____

B. Disposition and Award if Arbitrator _____

Date _____ Signature _____

NOTE: All provisions of Section 1.4 of the Agreement WILL BE STRICTLY OBSERVED IN THE SETTLEMENT OF GRIEVANCES