

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

- Purpose:** To ratify a successor agreement with the Dexter Education Association.
- Explanation:** The attached tentative agreement with the DEA. The successor agreement will run from 2022-2025 with a financial reopener in 2023-2024 and 2024-2025. Base salaries will increase by 4% for 2022-2023 and an additional 1% off-schedule payment. Effective January 2023, the Board maximum contribution will be increased by 4% more than the amount of the Board's monthly contribution levels that were effective in the previous benefit plan year. The agreement includes compensation for extra duty positions, participation in Professional Learning Communities, and basic hourly teacher rate along with some general language clarification.
- Recommendation:** It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Association.

**TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER EDUCATION ASSOCIATION/
WASHTENAW COUNTY EDUCATION ASSOCIATION, MEA/NEA**

Re: 2022-2025 CBA Negotiations

This Tentative of Agreement is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the Washtenaw County Education Association/Dexter Education Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

- For 2022-2023, Steps will be given plus a 4% increase on-schedule. In addition, a 1% "off-schedule" payment will be calculated on the 2022-2023 teacher salary schedule.
 - The 1% "off-schedule" will be permanently applied to the salary schedule when the combination of district enrollment times the foundation allowance = \$411,075 (Blended Count increase of 45 students to 3417 x \$9135).
 - The formula allows for variations in the count increase times a larger/smaller foundation increase equating \$411,075). Formula = (2022-2023 Blended Count - 3417) x (2022-2023 Foundation Allowance) = \$411,075 (i.e., [3462-3417] x [9135] = [45]x[9135] = \$411,075)
 - ~~Formula = (Blended Count 2022 x 2022-2023 FA) - (Blended Count 2021 x 2021-2022 FA) = \$411,075 or greater. Blended count will be available in November.~~
- The salary schedule will be increased at all steps and lanes by \$52.50 to account for the elimination of Article V Section H.
- Steps 6 & 9 will be skipped starting in 2022-2023.
- Add to Article XVI, B. Make a B 4 that states, "For the 2022-2023 and 2023-2024 school years, new hires with no teaching experience will start at Step 4 on the salary schedule. This does not equate to the previous language compounding for experience credits plus Step 4 on the salary schedule. Anyone at or below Step 3 in 2021-2022 will be moved to Step 4 starting in the 2022-2023 school year."
- There will be a financial re-opener for 2023-2024 and 2024-2025.
- PLC's: Teachers who voluntarily participate in a districtwide Professional Learning Community in the 2022-2023 school year will receive a one-time stipend of \$2,000 for the additional time spent working as part of the Professional Learning Community. The PLC work will focus on the development of the Dexter Instructional Framework. Participation expectations will be to attend a one-day initial kickoff meeting on August

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18th or 23rd plus a total of 2.5 hours per month in meetings outside of school hours held at least monthly through June of 2023. Sign-up will be provided upon ratification of the contract with teachers choosing to participate, selecting the day(s) of the week that best fit the teacher's schedule to participate in a districtwide after-school PLC. PLC's will be created on a district-wide basis for the days that are identified in this survey. Participants will be expected to actively participate through the entire year. We know that one or two conflicts/illnesses may arise and will plan accordingly to accommodate within the PLC for the conflict or illness. One half of the stipend will be paid no later than November 30th and one-half on the last pay in May.

- Appendix B - Changes to extra duty schedule
 - Change art stipend to "Art (2% per teacher)"
 - Change 7th grade camp - remove "1% each"
 - Add First Responders to Tier 1 (max 6 per building)
- Article IV
 - B.8. 9-12: In 2021-2022, the high school moved to a schedule which provided the same planning as teachers in grades 7-8. If a future change is made, such a plan will become effective if and only if 2/3 of the building classroom teachers and counselor(s) vote to approve it, and the Superintendent and Board approves it.
 - C. When teachers are required to travel between buildings that are not connected (i.e., Anchor - Beacon Wylie - Creekside) during the school day, no less than twenty (20) minutes for such travel time shall be provided in lieu of other passing time.
 - **D. Elementary ~~Art, Music, Physical Education, World Cultures and Media~~ specials** teachers shall be provided no less than five (5) minutes transition time between classes.
 - G. Teachers who volunteer and are assigned **by the principal** to supervise students during bus loading or unloading will be paid at the Basic Teacher Hourly Pay rate with a half hour minimum.
- Article V
 - G. A Labor Management Committee will meet monthly between representation from the Association and the District to discuss issues of concern. **The Committee will consist of Superintendent, HR Director, DEA President, DEA Vice President or alternate delegate.**

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- ~~H. Each teacher shall be allowed to spend on his/her own judgment up to \$52.50. The Board agrees to reimburse the teacher for such expense on or about October 15th and May 15th, by check provided that the teacher keeps accurate records of such purchases.~~
- M. Use of school building facilities shall be prioritized as follows:
 1. Activities related to the delivery of the core Y5-12 academic program of the schools.
 2. Extra-curricular academic and athletic activities provided for Y5-12 students.
 3. Community Education and Child Care programs that are community focused.
 4. Programs external to the school community.

Teachers who want to reserve the following facilities for September – August of the following school year must do so by June 15 of the preceding year.

Requests after that date will be honored as received.

Center for Performing Arts*	DHS swimming pool
Copeland Auditorium*	DHS Aerobics and Fitness area
Amphitheater*	Mill Creek gymnasium
DHS common area	Creekside cafeteria
Mill Creek cafeteria	Creekside gymnasium
Wylie swimming pool	Wylie cafeteria
DHS gymnasium	Beacon cafeteria
DHS media center	Anchor cafeteria
<u>Bates Gym</u>	<u>Bates Cafeteria</u>

~~*The Theater CPA Director reserves these spaces; all other spaces are reserved through Community Education.~~ **All spaces are reserved through Community Education.**

A master scheduling meeting will be held after May 15 but prior to the end of the school year. Members in attendance at this meeting will be: CPA Director, Athletic Director, Community Education Director, music personnel, drama/forensic coach(es). At this meeting, dates for plays, athletic contests, banquets, concerts and performances will be booked. Administration will properly enter these events into the District calendar. After May 15, additional requests will be honored in the order listed in Article V, Section L, 1-4 on an as- received basis.

- Article IX
 - A.1.b. If a teacher plans to use three (3) or more consecutive school days for leave

(other than for illness), the request must be approved in advance by the Labor-Management Committee [Superintendent, HR Director, DEA President, DEA Vice President or alternate delegate].

- A. 1. g. - separate paragraphs as shown below:
Both parties share the goal of reducing the average number of substitute teacher days by one day in order to reallocate that money to teacher salaries.

It is a shared belief that our students need their teachers in class when our kids are in school. Certainly there are days where a teacher is sick or has personal business to attend to. This is why we provide leave days. Leave days are not intended for typical activities that can be conducted outside of the work day and school year."

The Labor-Management Committee will study attendance data each school year and mutually agree on any solutions to district-wide leave day use as a result of the data review.

- A.2.g. An expectant mother or adopting parent may use up to 10 accumulated leave days immediately before ~~her~~ the due date, or the arrival of the adopted child. For recovery, leave days may be used by the mother may use leave days during the 6 calendar weeks following a natural delivery or arrival of an adopted child or during the 8 calendar weeks following a c-section delivery. The use of these leave days will not come under the guidelines of part (a.) of this section.

For paternity leave, to attend to the birth and acclimation of bringing a new child home, any request over 5 days must be a pre-approved leave of absence. Refer to (f.) above if the nature of the situation is a serious health condition. A doctor certification would be required. Any other days taken are unpaid.

Change Article IX, Section B (d) iii from:

"The Board will consider reasonable requests for leaves of absence for adoptive parents and provisions of such leaves, if granted, shall be similar to Article IX, d.i. above. The prospective father shall notify the Board of his decision if he decides to take an unpaid leave, sixty (60) days before the leave is to begin. Paternity leaves may be granted for a period of time up to the remainder of the semester in which the leave begins plus two (2) additional semesters. Should an emergency arise, a father may apply for a leave outside the timelines. Employees on parental/child care leave shall have their insurance benefit paid for by the

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District for the first twelve (12) weeks of the leave, according to the terms of the Family Medical Leave Act.”

To:

“iii. The Board will consider reasonable requests for leaves of absence for adoptive parents and provisions of such leaves, if granted, shall be similar to Article IX, d.i. above.

iv. The prospective father shall notify the Board of his decision if he decides to take an unpaid leave, sixty (60) days before the leave is to begin. Paternity leaves may be granted for a period of time up to the remainder of the semester in which the leave begins plus two (2) additional semesters. Should an emergency arise, a father may apply for a leave outside the timelines.

v. Employees on parental/child care leave shall have their insurance benefit paid for by the District for the first twelve (12) weeks of the leave, according to the terms of the Family Medical Leave Act.”

- B.3.F - Teachers on leaves of absence during the second semester of the school year who are due to return from such leaves by the following September must notify the Board of their intent to return or not to return by March 1 by certified mail. Provided the Board has notified the teacher of this clause by February 15, by certified mail, failure to properly notify the Board under the above condition shall constitute resignation from the District.

- Article XIII

- F. last bullet point - ~~tenure recommendation for all applicable teachers~~

- Article XVI

- A. The payments made to the Basic Michigan Public School Employees Retirement System are made by the District, and are in addition to the salaries listed in Appendix A.

1. Semester credit hours of graduate study toward a Master's degree or semester credit hours of graduate study beyond a Master's degree must be from an institution either accredited by the appropriate regional accreditation agency for all credit hours other than educational hours or from an institution accredited by the National Council for Accreditation of Teacher Education and must be:

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Transcript of credits is required. Application for submission of such is September **25 1st** annually. Failure to submit the transcript prior to such date will mean loss of credit for the contract year. (official electronic copies are preferred and don't wait until the day before the deadline if you are having issues obtaining the transcript)

- B. Experience Credit. Teachers with experience in Dexter for portions of a school year shall have the experience credited in the following manner.

1. A full semester or more will count as a full step on the salary schedule.
2. Experience for less than a full semester will not count as experience.
3. Teachers who teach less than one-half (1/2) day for two (2) full years shall move one (1) step on the salary schedule. Teachers who teach one-half (1/2) day or more for a full year shall move one (1) full step on the salary schedule.

4. For the 2022-2023 and 2023-2024 school years, new hires with no teaching experience will start at Step 4 on the salary schedule. This does not equate to compounding for experience credits plus Step 4 on the salary schedule (i.e, members on step 3 in 2021-2022 eligible to move steps will only move to step 4 in 2022-2023). Anyone at or below Step 3 in 2021-2022 will be moved to Step 4 starting in the 2022-2023 school year.

- C. Payday - Pay dates will be the 15th and last day of each month or last business day prior if pay date falls on the weekend or a holiday. Teachers may be paid in either 24 or ~~19~~ **20** pays by requesting the pay they desire. The decision on the pay plan must be made on or before the opening day of school for the children, and once selected can be changed during the contract year only with the approval of the administration. On pay dates, ~~live checks will be distributed and~~ direct deposit stubs will be posted into the web-based system for access/printing by employees. A history of pay stubs will be maintained in the web-based system for employee convenience. ~~If a force majeure day falls on a date on which live checks are to be issued, the checks will be available for pickup on the next return to work day after such an occurrence.~~

Pay for all other Extra-Curricular (non-coaching) assignments will be as follows:

- Extra-duty assignments that are completed by December 31 will be paid **no later than** November ~~15~~ **30th**.
- Extra-duty assignments that are completed January 1 through the end of school year will be paid on the last pay in May.

- Extra-duty assignments that run for an entire year will be paid one-half on no **later than** November 1530th, and one-half on the last pay in May.
- Overloads, terminal leave pay, and basic teacher hourly pay rate will be paid as worked during the year based on the beginning of the year salary schedule.

- G. There shall be a Basic Teacher Hourly Pay Rate of ~~\$41~~ \$42 for the length of this agreement.
- H. In those cases where regular substitutes are not available and a regular teacher voluntarily agrees to serve as a substitute during non-teaching periods of his/her regular daily assignment, the teacher shall be paid according to the Basic Teacher Hourly Pay Rate for each period substituted.

In those cases where regular substitutes are not available and a regular teacher voluntarily agrees to accept another teachers' students by combining classes, said teacher will be compensated at the teacher hourly rate.

All such arrangements will be made by the principal of the school.

- Article XVII

Effective January 1, 2023, the above Board maximum contribution levels shall be increased by four percent (4%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

Effective January 1, 2024, and on each ensuing medical benefit plan coverage year thereafter (unless prevented by Public Act 54 of 2011), the above Board maximum contribution levels shall be increased by the percentage increase factor specified by the State Treasurer for medical benefit plans in the applicable year, as is set forth in Section 3(1) of the Publicly Funded Health Insurance Contribution Act. Provided, in no event shall the resulting adjusted maximum Board contribution level amount not to exceed three percent (3%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

No further or additional adjustments in the Board's medical benefit plan cost contributions, beyond those stated above at the times designated above, shall be made as a result of this formula.

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- Article XVIII

- E. change last paragraph - strike "spring" and "on as needed basis"
- G. ~~is this section still needed - what is our current plan - leave alone~~
Period needed in 3. after the word minimized

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

**WASHTENAW EDUCATION
ASSOCIATION/DEXTER EDUCATION
ASSOCIATION, MEA/NEA**

By: _____

Its: _____

By: _____

Its: _____

By: _____

Its: _____

By: _____

Its: _____

DEA Salary Schedule
2022-23 4.00%

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2022-23	BA	BA+10	BA+20	MA	MA+10	MA+20 +30/SPEC	PHD/DR
1	41,641	42,004	42,562	45,968	47,313	48,589	50,269
2	42,822	43,194	43,769	47,271	48,664	49,966	51,684
3	44,035	44,418	45,010	48,611	50,033	51,382	53,149
4	45,284	45,678	46,285	49,989	51,452	52,838	54,655
5	46,567	46,973	47,598	51,405	52,911	54,336	56,205
6	47,887	48,304	48,947	52,862	54,410	55,877	57,798
7	50,528	50,967	51,646	55,778	57,411	58,958	60,987
8	53,315	53,778	54,494	58,854	60,577	62,210	64,350
9	56,255	56,744	57,498	62,099	63,918	65,641	67,897
10	59,357	59,874	60,670	65,524	67,442	69,260	71,642
11	62,630	63,175	64,015	69,137	71,161	73,080	75,593
12	66,084	66,660	67,546	72,951	75,086	77,110	79,762
13	69,729	70,336	71,272	76,974	79,226	81,362	84,160
14	69,842	70,450	71,388	77,098	79,355	81,494	84,297
15	69,955	70,564	71,503	77,223	79,484	81,626	84,433
16	70,068	70,678	71,619	77,348	79,613	81,759	84,571
17	70,181	70,793	71,735	77,475	79,742	81,892	84,707
18	70,296	70,907	71,850	77,600	79,871	82,024	84,845
19	70,496	71,110	72,056	77,822	80,100	82,259	85,088
20	70,698	71,314	72,262	78,045	80,330	82,494	85,331
21	70,901	71,519	72,469	78,267	80,559	82,731	85,576
22	71,104	71,723	72,677	78,492	80,789	82,967	85,821
23	71,308	71,928	72,885	78,717	81,020	83,204	86,066
24	71,706	72,330	73,292	79,156	81,474	83,669	86,547
25	72,105	72,732	73,701	79,597	81,927	84,135	87,029
26	72,508	73,138	74,112	80,042	82,384	84,604	87,515
27	72,912	73,547	74,524	80,488	82,844	85,076	88,003
28	73,319	73,956	74,940	80,937	83,306	85,550	88,494
29	73,978	74,622	75,615	81,665	84,056	86,321	89,290

\$52.50/STEP CT BS
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DEA Salary Schedule

2022-23

5.00% = 4% + 1% OFF-SCHEDULE

CT 6/13/22

BS MDD

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XK

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2022-23	BA	BA+10	BA+20	MA	MA+10	MA+20 +30/SPEC	PHD/DR	
1	42,041	42,407	42,971	46,410	47,768	49,056	50,742	53,870
2	43,234	43,610	44,190	47,726	49,122	50,446	52,181	55,397
3	44,458	44,846	45,443	49,078	50,514	51,876	53,660	56,968
4	45,719	46,117	46,730	50,469	51,947	53,346	55,181	58,582
5	47,015	47,424	48,055	51,899	53,420	54,858	56,745	60,243
6	48,347	48,768	49,417	53,370	54,933	56,414	58,354	61,951
7	51,014	51,457	52,143	56,315	57,963	59,525	61,573	65,367
8	53,827	54,296	55,018	59,420	61,159	62,808	64,969	68,971
9	56,796	57,290	58,061	62,697	64,533	66,272	68,550	72,776
10	59,928	60,450	61,254	66,154	68,090	69,926	72,331	76,789
11	63,232	63,782	64,631	69,802	71,845	73,782	76,320	81,023
12	66,719	67,301	68,195	73,652	75,808	77,851	80,529	85,492
13	70,399	71,013	71,958	77,714	79,988	82,145	84,969	90,208
14	70,514	71,127	72,074	77,840	80,118	82,278	85,108	90,353
15	70,627	71,243	72,191	77,966	80,248	82,411	85,245	90,500
16	70,742	71,358	72,307	78,092	80,379	82,545	85,384	90,647
17	70,856	71,474	72,425	78,220	80,509	82,679	85,521	90,792
18	70,972	71,589	72,541	78,346	80,639	82,812	85,661	90,941
19	71,174	71,794	72,749	78,570	80,870	83,050	85,906	91,201
20	71,378	72,000	72,957	78,795	81,102	83,287	86,151	91,461
21	71,583	72,206	73,166	79,020	81,334	83,526	86,399	91,724
22	71,787	72,412	73,376	79,247	81,566	83,765	86,646	91,985
23	71,993	72,620	73,586	79,473	81,799	84,004	86,894	92,250
24	72,395	73,025	73,997	79,918	82,257	84,474	87,379	92,764
25	72,799	73,432	74,409	80,363	82,715	84,944	87,866	93,282
26	73,205	73,841	74,825	80,811	83,176	85,418	88,356	93,802
27	73,613	74,254	75,241	81,262	83,641	85,894	88,849	94,325
28	74,024	74,668	75,661	81,715	84,107	86,373	89,345	94,851
29	74,690	75,340	76,342	82,450	84,864	87,151	90,149	95,704

+\$52.50/STEP

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