

MASTER AGREEMENT

between the

**WEST BLOOMFIELD SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**WEST BLOOMFIELD
EDUCATION ASSOCIATION, MEA-NEA**

**SEPTEMBER 1, 2022
THROUGH
AUGUST 31, 2023**

**WAGE AND BENEFITS REOPENER
ADDENDUM**

**WEST BLOOMFIELD SCHOOL DISTRICT
WEST BLOOMFIELD, MICHIGAN 48324**

AGREEMENT

This Agreement, entered into this 1st day of September, 2021 by and between the West Bloomfield Board of Education, West Bloomfield, Michigan, hereinafter called the "Board", and the West Bloomfield Education Association, MEA-NEA, hereinafter called the "Association",

WITNESSETH:

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

WHEREAS, the Board agrees not to negotiate with or recognize any teachers' union other than the West Bloomfield Education Association, MEA-NEA, for the duration of this Agreement; and

WHEREAS, the Board and Association, following extended and deliberate negotiations, have reached certain agreements with respect to wages, hours, and other terms and conditions of employment;

THIS agreement is subject to the provisions of the Public Employment Relations Act, MCL 423.201 *et seq.*, including Section 15(7) thereof, MCL 423.215(7), and therefore may be rejected, modified or terminated by an emergency manager appointed under the Local Financial Stability and Choice Act, 2012 PA 436, MCL 141.1541 to 141.1575.

This agreement shall include changes due to Public Act 103 of Public Acts of 2011. The highlighted and "*italicized*" sections of the contract will not be enforceable under law for tenured teachers bargaining unit members whose employment is regulated by the teachers' tenure act, but will remain in full force for non-tenured staff bargaining unit members whose employment is not regulated by the teachers' tenure act.

IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE IX COMPENSATION

- A. The salary of teachers for the school year shall be set forth in Schedule A, which is attached hereto and made a part hereof.
- B. The compensation for athletic assignments is as set forth in Schedule B, which is attached hereto and made a part hereof. Coaches shall be paid for their services within two (2) pay periods after the administration certifies, to the payroll office, that the athletic assignment has been completed.
- C. The compensation for co-curricular positions is as set forth in Schedule C, which is attached hereto and made a part hereof. Teachers employed in co-curricular positions shall be paid for their services within two (2) pay periods after the administration certifies, to the payroll office, that the assignment has been completed.
- D. If a teacher is absent and a regular substitute is not available, the principal may assign another teacher to that teacher's class on a temporary basis. This will be done with the substituting teacher's consent whenever practicable. For the purpose of this article, auxiliary teachers will have a designated prep time in their home building that can be used to assign the teacher to substitute with his/her consent, when practicable. Teachers who consent, or who are assigned in an emergency, to substitute during their preparation period shall be paid Twenty Seven Dollars and Eighty Five Cents (\$27.85) per hour. All sums payable hereunder shall be paid at the end of each semester.

- E. General education classroom teachers will be compensated in one hour increments per IEP meeting at \$27.85 per hour, according to Article IX, Section D, for each IEP meeting that they participate in beyond five (5) during a school year. The case manager/case load teacher will keep a log of teachers who have attended IEP meetings and payment will be made in one lump sum at the end of the school year.
- F. Traveling teachers required in the course of their work to drive personal automobiles from one building to another or on other approved school business shall receive a car mileage allowance at the established annual IRS rate. Reimbursement shall be requested on no more than a once-per-month basis and shall be requested by June 30 for reimbursement from the previous year.
- G. Regular salary payments will be issued bi-weekly via direct deposit in accordance with the payroll schedule and the direct deposit guidelines. Teachers can choose from one of two pay plans:

22 optional pay plan (paid through the school year)
 26 regular pay plan (paid through the summer)

Teachers must sign a form to choose the optional pay plan, it carries over from year to year unless the teacher initiates a change, no later than August 1st, to the 22 optional pay plan. Based on the selection of pay plans, any deduction for insurance will be evenly deducted in the pays selected by the teacher.

The first payment, 22nd payment and 26th payment of the school year will be issued on the following dates:

2021-22	1 st Payment	September 3, 2021	22 nd Payment	June 24, 2022
			26 th Payment	August 19, 2022
2022-23	1 st Payment	September 2, 2022	22 nd Payment	June 23, 2023
			26 th Payment	August 18, 2023

- H. A teacher who is employed for summer school or for curriculum development, shall be compensated at the rate of Twenty-Six Dollars and Thirty Cents (\$26.30). Teachers who are requested by the Board to extend their contractual year in order to continue their regular assignments and who accept such extended contractual year, shall be paid on a per diem basis (see Section M). For purposes of inventory, librarians may apply where necessary, for one week extended year before and after the regular school year for teachers and, if approved, be compensated at the summer school rate. Summer school teaching and assignments to summer curriculum development projects are excluded from the preceding extended school year provision.
- I. At the elementary level there will be up to one (1) teacher, per lunch period, that will cover 10 minutes per day of recess time paid at his/her per diem rate. Principals shall meet with the teacher(s) to determine the structure of this duty.

All sums payable hereunder shall be paid at the end of each semester.
- J. Any teacher who shall be promoted to a supervisory or executive position with the district and shall later return to teacher status shall be entitled to a place on the teacher salary schedule according to his/her total service credit (as determined by Schedule A).
- K. Regularly scheduled part-time teachers, excluding substitutes shall be paid an annual salary which is prorated on the step and track of full-time teachers. For example, a teacher working two (2) days a week earns two-fifths (2/5) of the salary he/she would earn as a full-time teacher.

L. The salary schedule (Schedule A) is based upon training and experience and each step of the salary schedule is for full-time teaching for the school year. A teacher working more than one-half (1/2) of the reporting days in a school year will be given credit on the salary schedule.

(1) Teachers new to the district may be granted credit for experience on the salary schedule for past contracted teaching experience or other work experiences as determined by the Board.

(2) Increments become effective the first day of the school year for teachers. When teachers are eligible, they may apply on Board forms for advancement to a new track.

Tracks are defined as the various degree-training levels such as BA, BA+20, etc. In order to be placed on a new track for the full school year, the teacher must apply and submit initial proofs such as grade reports and unofficial transcripts by October 1.

In order to be placed on a new track for a half year, the teacher must make application and submit initial proofs by February 1.

Official action on changes will only be made after the receipt of official transcripts, which must be ordered from the university and paid for by the teacher who is applying for a change in track.

(3) In order to qualify for a higher track:

(a) All hours must be in the area of the teacher's teaching major or minor field or part of an approved graduate program in education.

(b) All graduate semester hours must be in the field of education or the teacher's major or minor teaching field for the BA+20 track. To be placed on the BA+20 track, a teacher must provide evidence that he/she is a candidate for an advanced degree. Courses taken for the MA+30 track may be in any field but all hours must be earned after the completion of the MA degree.

(c) All hours earned prior to the date of this Agreement, which were recognized previously, shall continue to be recognized.

(d) All credit hours must be earned at a regionally approved college or university, such as the North Central Association for Michigan institutions. All collegiate work qualifying a teacher for elevation to a new track must be completed prior to the semester in which the new track becomes effective.

(e) Any exceptions must have the written approval of the Superintendent of Schools.

M. Per diem entitlement will be the equivalent to the number of contracted days.

N. If a secondary teacher is asked to teach an additional class on a permanent basis during said planning period, or at any other time and the teacher agrees and does teach said additional class, he/she shall be paid the equivalent of that time period as it relates to the schedule (i.e. teaching schedule 5 of 7 classes taught is one-fifth 1/5th, 5 of 6 class taught is one-fifth 1/5th, 6 of 7 classes taught is one-sixth (1/6th) of his/her regular salary as compensation thereof, or, if for a period less than the normal school day, pro rata amount thereof. If a secondary teacher is asked to perform a Schedule C task during a planning period, or at any other time and the teacher agrees, he/she will be paid based on the attached Schedule C payment.

- O. Upon separation from the school district, a per diem rate of Fifty-Five Dollars (\$55.00) per day will be paid the teacher if then living, or to his/her estate if deceased, for unused personal time off up to a maximum of one hundred eighty (180) accumulated days. The employee may elect to have their unused personal time off deposited by the district into one of the 403(b) plans by the district and/or the HSA option if available. The employee shall select the plan. Any accumulated days beyond the one hundred eighty (180) day maximum will be donated to the WBEA Sick Bank.
- P. Teachers retiring from service with the West Bloomfield School District shall receive a retirement benefit of \$75.00 per year for all years of service in the West Bloomfield School District, provided that their irrevocable resignation for the purpose of retirement is filed in writing at least 90 calendar days in advance of the proposed retirement date. Teachers that file their irrevocable resignation for the purpose of retirement at least 180 calendar days in advance of the proposed retirement date will receive a retirement benefit of \$150.00 per year of service in the West Bloomfield School District. Teachers retiring effective at the end of the school year will receive an additional \$500.00. Should a teacher return to employment after receiving this incentive, at the teacher's own request or at the request of the Board, they will not receive this benefit again. The employee may elect to have their service retirement benefits deposited by the district into one of the 403(b) plans by the district and/or the HSA option if available. The employee shall select the plan.
- Q. No teacher during any twelve (12) consecutive months shall receive compensation from the Board plus unemployment compensation in a total amount exceeding what the teacher would have received had the teacher been employed full-time under this Agreement by the Board. In the event a teacher receives such excess amount, the teacher's salary for the school year in which he/she is recalled to employment shall be calculated by subtracting the amount of the excess payment from the amount otherwise due under this Agreement.
- R. Any teacher who successfully completes the certification process for National Board Certification shall be paid a one-time stipend of Two Thousand Dollars (\$2,000.00). Each year thereafter, the teacher will be paid One Thousand Dollars (\$1,000.00) in addition to their salary.
- S. All VocEd/CTE teachers that may be required to complete VocEd and CTE forms, attend meetings, etc. that are required by the District, County, State and/or Federal Government will be given up to two (2) days release time and up to fifty-six (56) hours at curriculum rate. If it becomes necessary to exceed the fifty-six (56) hours the teacher will submit a plan for additional hours to the high school administration for approval.
- T. The secondary counseling departments shall have an extended school year with the intent of working jump start, student orientation and student scheduling as follows:
 - High school and OEC counselors (or appointed designee) may have up to eight additional days outside the normal school calendar.
 - Middle school counselors may have up to four additional days outside the normal school calendar.
Principals shall notify their counselors of the schedule for these additional days by May 1. Counselors shall be paid at his/her per diem rate for these days.
- U. Each elementary building will be provided up to twenty-eight (28) hours of extended time, at the principal's discretion, for summer work with the intent of student placement and scheduling. Principals shall notify the necessary staff member(s) two (2) weeks prior to the scheduled work time. Time will be compensated at curriculum rate.
- V. Any teacher's child(ren) will not be required to "pay-to-play" for sports in the district unless it is a self-funded sport.

- W. Staff will receive a 25% discount on all community education programs excluding aquatics programs. If a staff member is teaching a community education class there will be no charge for the staff member's child(ren) to participate.
- X. Staff and one guest will receive free entry to all home athletic events (excludes playoffs) and all fine arts events.
- Y. Staff will receive one (1) 25% discount at Laker Landing per year.
- Z. Staff will receive a \$50 discount on a high school yearbook and a 50% discount on a middle school and elementary school yearbook.
- AA. Parking passes at the high school will cost \$5.00 for an employee's student.
- AB. Staff will receive eight (8) tickets to West Bloomfield High School's graduation when an immediate family member or a member of their household is graduating.

ARTICLE XIII
SCHOOL CALENDAR

- A. The school calendar for each of the school years covered by this Agreement is attached hereto as Schedule E.
- B. It is agreed by the parties that the following holidays are included in the calendar without any reduction in salary:

New Year's Day
Martin Luther King Day
Memorial Day
Labor Day
Thanksgiving Day
Christmas Day

- C. At the end of the first semester there are two A.M. half (1/2) days of student instruction. The first half (1/2) day is P.M. records day for teachers and the second half (1/2) day is an optional P.M. records day for teachers. All secondary records and grades will be due by midnight the Tuesday, following records day. The records day at the end of the second semester is an optional attendance day for all teachers. All records and grades (elementary and secondary) will be due by midnight of the final records day. All teachers must follow building checkout procedures, which may be completed by the last day with students in order to exercise the non-attendance option on the records day.
- D. All teachers will be required to participate in professional development hours each year according to the schedule in the calendar.

1. All such hours shall be devoted exclusively to professional development activities. All early release days shall be planned in coordination with Association representation/designee, a school improvement leader/team, and building administration. WBEA building representatives will meet collaboratively with the Learning Services department to develop expectations and needs for the full professional development days. For full day professional development days, there will be a minimum of two (2) hours of PLC time and maximum five (5) hours of professional development time for each full PD day. A joint communication will be sent out to WBEA members outlining the intent, importance, expectation of, participation in the professional development time. Early release time will be designated for PLC work. With the

approval of the WBEA President, and central office administration, PLC time can be allocated to the district.

2. The teacher professional development hours may be satisfied in a number of ways such as: District developed and approved in-service activities; TEP approved workshops and conferences; attendance at national, state and regional conferences; education related conferences and/or any other professional development conferences/activity for which prior approval was obtained through the building principal.
3. All staff development hours must be completed by June 1 of each school year. Failure to complete the annual required hours will result in the docking for one hour's pay hour's pay for each hour of professional development/in-service time not completed.
4. The recording of all professional development activities and hours will be the responsibility of the teacher with a cumulative record to be completed by June 1 of each school year.
5. Teachers working less than full time, excluding share-time teachers, will be required to attend open house, parent-teacher conferences, professional development and early release activities. Part time teachers attending early release activities and professional development days that are not part of their regular work day will be compensated at the curriculum rate of pay.
6. Teachers hired after the beginning of the school year will be required to participate in the yearly professional development hours based on the hours in the calendar.
7. Teachers on a paid or unpaid leave of absence will only be required to complete any remaining yearly professional development hours scheduled when they are at work.

WEST BLOOMFIELD SCHOOL DISTRICT
SCHEDULE A
 2022-2023 Salary Schedule

STEP	BA	BA+20	MA	MA+30	PH D
1	\$41,758	\$43,099	\$46,110	\$48,503	\$49,869
2	\$42,452	\$43,742	\$46,695	\$49,436	\$50,589
3	\$43,211	\$44,756	\$48,684	\$51,399	\$53,645
4	\$43,791	\$45,232	\$49,881	\$52,220	\$56,143
5	\$46,213	\$47,652	\$53,000	\$55,334	\$61,418
6	\$48,647	\$50,225	\$56,115	\$58,848	\$62,905
7	\$51,092	\$52,706	\$59,232	\$62,345	\$65,813
8	\$53,529	\$55,084	\$62,345	\$65,459	\$68,725
9	\$56,368	\$58,203	\$65,478	\$68,707	\$72,353
10	\$59,209	\$61,322	\$68,609	\$71,955	\$75,982
11	\$62,050	\$64,443	\$71,743	\$75,205	\$79,611
12	\$64,797	\$66,681	\$75,370	\$78,570	\$81,864
13	\$67,590	\$68,921	\$78,996	\$81,934	\$84,117
14	\$70,434	\$71,163	\$82,622	\$85,301	\$86,372
15	\$76,329	\$77,579	\$88,573	\$91,497	\$94,428

Effective for the 2022-2023 school year:

- Full step on schedule for steps 1-14
- 2% salary increase on schedule / steps 1-15
- Steps 1, 2, 3 \$500 off schedule payment put on the salary schedule
- Off schedule payments:
 - Staff not receiving a step increase (on step 15) receive a payment of \$1,750

**WEST BLOOMFIELD SCHOOL DISTRICT
2022-2023 SCHOOL CALENDAR**

Monday, August 22 through Friday, August 26, 2022	New Teachers Report / Professional Development
Wednesday, August 24 through August 25, 2022	Returning Teachers Report / Professional Development
Monday, August 29, 2022	Student Instruction – Full Day
Friday, September 2, 2022	No School, Non-Work Day for Teachers
Monday, September 5, 2022	Labor Day Observance No School, Non-Work Day for Teachers
Friday, September 23, 2022	No School / Teacher Professional Development
Monday, September 26, 2022	No School, Non-Work Day for Teachers
Wednesday, October 5, 2022	No School, Non-Work Day for Teachers
Tuesday, November 1, 2022	No School / Teacher Professional Development
Tuesday, November 8, 2022	No School, Non-Work Day for Teachers
Tuesday, November 15, 2022	Evening – Parent Teacher Conferences High School and Elementary Schools Grade K-2
Wednesday, November 16, 2022	Evening – Parent Teacher Conferences Middle School Only
Thursday, November 17, 2022	Evening – Parent Teacher Conferences Elementary Schools Grades 3-5
Friday, November 18, 2022	A.M. Student Instruction / P.M. Conferences at High School / Middle School / Elementary Schools
Wednesday, November 23 through Friday, November 25, 2022	Thanksgiving Break
Monday, December 26, 2022 through Friday, January 6, 2023	Winter Break
Monday, January 16, 2023	Martin Luther King Jr. Day Observance No School, Non-Work Day for Teachers
Wednesday, January 18, 2023	A.M. Student Instruction/Finals / P.M. Records Time (High School Only)
Thursday, January 19, 2023	A.M. Student Instruction/Finals / P.M. Records Time (All Schools)
Friday, January 20, 2023	A.M. Student Instruction/Finals / P.M. Records Time (All Schools) – Optional Teacher Attendance in P.M.
Wednesday, February 1, 2023	No School / Teacher Professional Development
Monday, February 20 through Tuesday, February 21, 2023	Mid-Winter Break
Wednesday, March 15, 2023	No School / Teacher Professional Development
Monday, March 27 through Friday, March 31, 2023	Spring Break
Friday, April 7, 2023	No School, Non-Work Day for Teachers

Monday, May 29, 2023

Memorial Day Observance
No School, Non-Work Day for Teachers

Tuesday, June 13, 2023

A.M. Student Instruction/Finals / P.M. Records Time (High School Only)

Wednesday, June 14, 2023

A.M. Student Instruction/Finals / P.M. Records Time (All Schools)

Thursday, June 15, 2023

Last Day for Students – A.M. Student Instruction/Finals (All Schools) / P.M. Records Time

Friday, June 16, 2023

Records Day, Last Day for Teachers, Optional Teacher Attendance

Notwithstanding the above, the intent of the parties is to provide the total number of days as follows:

187 New Teacher Days 184 Returning Teacher Days 177 Student Days


ARTICLE XXI
DURATION OF AGREEMENT

This Agreement shall be in effect as of September 1, 2021 and shall continue in effect, as amended, until August 31, 2023.

Either party may request that negotiations for the full collective bargaining agreement officially commence no later than April 1, 2023.


This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date set forth above unless mutually agreed to, in writing, by both parties.

WEST BLOOMFIELD SCHOOL DISTRICT BOARD OF EDUCATION:



Kyle Anderson
Assistant Superintendent
Business and Operations

Date 6.9.2022



Gerald Hill, Ph.D.
Superintendent

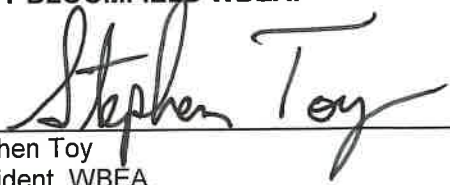
Date 6-13-2022



Stacy Brickman
Board of Education President


Date 6.7.2022

WEST BLOOMFIELD WBEA:



Stephen Toy
President, WBEA

Date 6-16-2022



Kim Abel
MEA Representative

Date 6/9/2022

**LETTER OF UNDERSTANDING
between the
WEST BLOOMFIELD SCHOOL DISTRICT BOARD OF EDUCATION
and the
WEST BLOOMFIELD EDUCATION ASSOCIATION, MEA/NEA**

Teacher Support

A joint committee will be formed, comprised of a maximum of five (5) members selected by the Talent Development and Management department and five (5) members selected by the WBEA President to discuss options to support teachers with students that have difficult behavior issues. Committee and first meeting will take place no later than April 2022.

**LETTER OF UNDERSTANDING
between the
WEST BLOOMFIELD SCHOOL DISTRICT BOARD OF EDUCATION
and the
WEST BLOOMFIELD EDUCATION ASSOCIATION, MEA/NEA**

High School Scheduling

A joint committee will be formed to discuss high school scheduling.