

MASTER AGREEMENT

between the

**WEST BLOOMFIELD SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**WEST BLOOMFIELD
TEAM MANAGEMENT ASSOCIATION**

JULY 1, 2022 THROUGH JUNE 30, 2023

**WAGE AND BENEFITS REOPENER
ADDENDUM**

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

AGREEMENT

THIS AGREEMENT, entered into this first day of July 1, 2021, by and between the BOARD OF EDUCATION OF THE WEST BLOOMFIELD SCHOOL DISTRICT, hereinafter called the BOARD, and the WEST BLOOMFIELD SCHOOLS TEAM MANAGEMENT ASSOCIATION, hereinafter called the ASSOCIATION,

WITNESSETH:

WHEREAS, the laws of the State of Michigan authorize public employees and public employers to enter into collective bargaining agreements with respect to rates of pay, wages, hours of employment or other conditions of employment; and,

WHEREAS, the parties, following deliberate professional negotiations, reached certain understandings which they desire to incorporate into this collective bargaining agreement;

NOW, THEREFORE, in consideration of the mutual covenants and benefits to be derived, the parties respectively agree:

ARTICLE VI
WORK YEAR AND FRINGE BENEFITS

A. Vacation Days

The Administrator shall be credited with vacation days in accordance with the chart list below in addition to the holidays recognized herein. Vacation days shall be taken at a time agreeable to the Superintendent. Failure of the Administrator to take any vacation time shall not entitle the Administrator to additional compensation. All vacation days are expected to be used prior to the conclusion of each contract year. It is recognized that due to the nature of the school calendar and the contract dates this may not always be reasonably accomplished. In the event the administrator is unable to utilize all their allotted vacation time those unused vacation days will be carried over to the following year. It is further recognized that these days, referred to as carry over days, shall not exceed five (5) days in any given year. The Administrator must notify the human resources office by June 1 of each year if they intend to carry over five (5) vacation days or be paid out for five (5) vacation days. In the event the Administrator has over five (5) vacation days they have the option to roll five (5) days over into the next school year or be paid out for a maximum of five (5) vacation days. These days will be calculated at their per diem rate based on 260 work days.

Position	Vacation Days
Director, High School Principal, Middle School Principal, OEC Head of School	21
Elementary Principal, Supervisor	28
High School Assistant Principal, Middle School Assistant Principal	26

Section 14 – Transportation Allowance

Each administrator shall have his/her personal car available for district business when necessary. In lieu of the transportation allowance the district will provide the following options.

Position	School Years	Amount
High School Principal, Directors, OEC Head of School, Middle School Principal	2021-2023	\$453.00
Athletic Director	2021-2023	\$464.00
Elementary School Principal, Asst. High School Principal	2021-2023	\$292.00
Asst. Middle School Principal, Supervisor	2021-2023	\$223.00

Administrators will elect one of the three options for the transportation allowance pay out:

- The allowance can be added into their compensation and spread over the course of the contract.
- The allowance can be deposited into one of the district’s approved tax deferred annuities and custodial accounts (403b Plans) on a monthly basis.
- The allowance can be deposited into an HSA account, if available, on a monthly basis.

Reimbursement for mileage within the tri county area is covered in the transportation allowance. Trips outside the metro area will be at the mileage rate established by the Internal Revenue Service.

Section 19 – Retirement Incentive

Administrators retiring from service with the West Bloomfield School District shall receive a retirement benefit of \$100.00 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. Administrators 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 \$200.00 per year of service in the West Bloomfield School District. Administrators retiring effective at the end of the school year will receive an additional \$500.00. Should an administrator return to employment after receiving this incentive, at the administrator’s own request or at the request of the Board, they will not receive this benefit again.

Salary will be assigned from the salary range listed below within the appropriate positions by the superintendent or his/her designee.

Position	Starting Salary	Maximum *
High School Principal	\$116,229.00	\$136,829.00
Middle School Principal	\$110,185.00	\$130,785.00
Elementary School Principal	\$101,200.00	\$121,800.00
Lakers Online Principal	\$101,200.00	\$121,800.00
Director of Student Support Services	\$105,550.00	\$126,150.00
High School Asst. Principal	\$95,451.00	\$116,051.00
Middle School Asst. Principal	\$92,335.00	\$112,935.00
Athletic Director	\$105,550.00	\$126,150.00
OEC Head of School	\$105,550.00	\$126,150.00
Supervisor of Student Support Services	\$89,245.00	\$109,845.00

Administrators shall reach the maximum salary after five (5) years.

2022-2023: 3% salary increase on schedule

Equivalent of a step for employee's not at the top of the salary schedule

Each administrator in the West Bloomfield School District shall receive pay for advanced graduate hours on the following schedule for 2021-2023:

M.A. + 30	=	\$2,627.00
Doctorate	=	\$3,153.00

Administrators will receive the following longevity supplement for service as an employee in the West Bloomfield School District:

Five (5) Years of Service or More:	\$ 594.00
Ten (10) Years of Service or More:	\$1,186.00
Fifteen (15) Years of Service or More:	\$1,781.00

Longevity will be paid in one lump sum at the conclusion of the 2021-2022 and 2022-2023 school years.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands the day and year first above written.

WEST BLOOMFIELD SCHOOL DISTRICT BOARD OF EDUCATION:



Kyle Anderson
Assistant Superintendent
Business and Operations

6.6.2022
Date



Gerald Hill, Ph.D.
Superintendent


6-13-2022
Date



Stacy Brickman
Board of Education President

6.23.2022
Date

WEST BLOOMFIELD TEAM MANAGEMENT ASSOCIATION:



James Scrivo
Spokesperson, TMA

6.7.2022
Date

SUPPLEMENTAL PAY

Position: Summer School Principal

Location: West Bloomfield High School

Supplemental Pay: \$3,500.00 (Supplemental pay will be prorated if the administrator in charge takes vacation time during the assignment)

The position will be posted internally by the TMA Board

Candidate selection for the position will be mutually agreed upon by Central Office Administration and the TMA Board