

**MASTER AGREEMENT**

**between the**

**WEST BLOOMFIELD SCHOOL DISTRICT  
BOARD OF EDUCATION**

**and the**

**WEST BLOOMFIELD  
MT, MEA/NEA**

**JULY 1, 2022 THROUGH  
JUNE 30, 2023**

**WAGE AND BENEFITS REOPENER  
ADDENDUM**

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

## **AGREEMENT**

This Agreement is made this 1st day of July, 2021 between the West Bloomfield Schools Board of Education, Oakland County, Michigan, hereinafter referred to as the Employer and the West Bloomfield Education MT, MEA-NEA, hereinafter referred to as the Union.

### **PURPOSE AND INTENT**

The purpose of this AGREEMENT is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Board, its employees and the Union.

The parties recognize that the interest of the School District and the job security of the employees depend upon the Employer's and the Employee's success in establishing adequate and reliable service to the community.

The parties recognize that the obligation of the school system is to provide the best possible educational program for young people and adults, and that all employees should assist in providing a courteous and effective service.

To these ends, the Employer and the Union shall encourage to the fullest degree friendly and cooperative relations between the respective representatives of the Employer and the Union at all levels.

It is hereby mutually agreed as follows:

**SCHEDULE A  
2022-2023**

	STEP	STEP	STEP	STEP	STEP	STEP
Department/Classification	1	2	3	4	5	6
Tech I	\$19.70	\$22.16	\$22.35	\$22.52	\$22.84	\$25.30
Tech II	\$23.18	\$26.15	\$26.38	\$26.62	\$27.01	\$29.89
Maintenance	\$23.18	\$26.15	\$26.38	\$26.62	\$27.01	\$29.89
General Utility	\$15.20	\$17.92	\$18.11	\$18.27	\$18.57	\$20.68
Groundskeeper/Utility I	\$17.42	\$19.78	\$20.09	\$20.27	\$20.57	\$22.93
Groundskeeper/Utility II	\$18.78	\$21.32	\$21.53	\$21.64	\$21.93	\$24.27

Each "step" represents one calendar year. If hired between September 1 and February 29 the employee will move up a STEP on the following September 1. If hired between March 1 and July 31, the employee will have to wait until the second September 1 to move up a STEP.

Effective for the 2022-2023 school year:

- 4% increase on schedule
- Steps on schedule


**ARTICLE XXI**  
**DURATION OF AGREEMENT**

This Agreement represents the entire Agreement between the Employer and the Union and supersedes all prior Agreements and cancels all previous Agreements, verbal or written, between the parties, and shall become of full force and effect from July 1, 2021 and shall continue in full force and effect until midnight, June 30, 2023 and from year to year thereafter unless either party hereto shall give the other party at least sixty (60) days written notice, by certified mail, to open negotiations for the purpose of the wage and benefits reopener before the end of the term of this Agreement or before the end of any annual period thereafter, of its desire to terminate.

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

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives.

**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

6.7.2022  
Date

**WEST BLOOMFIELD MT, MEA-NEA:**

  
\_\_\_\_\_  
President, WBMT  
Brian Low

6-21-2022  
Date

  
\_\_\_\_\_  
MEA Representative  
Kim Abel

6/9/2022  
Date