

MASTER AGREEMENT

between the

**WEST BLOOMFIELD SCHOOL DISTRICT
BOARD OF EDUCATION**

and the

**WEST BLOOMFIELD SCHOOL DISTRICT
ADMINISTRATIVE ASSISTANTS ASSOCIATION, 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 entered into this 1st day of July, 2021 by and between the West Bloomfield School District Board of Education, West Bloomfield, Michigan, hereinafter called the Board, and the West Bloomfield Administrative Assistants Association, MEA/NEA hereinafter called the Association.

ARTICLE XII **MISCELLANEOUS PROVISIONS**

- F. The Administrative Assistant Enrichment Program (AAEP) was established in the 2019-20 school year. The Board will fund the program in the amount of \$5,000 per school year. Employees will be allotted up to \$500 per year for approved courses, trainings or workshops. An employee may apply for a second reimbursement and be approved if funds are still available for second semester. AAEP Guidelines and forms to apply for the funds will be available from the Human Resources office. New department needs will not be funded by the AAEP.

ARTICLE XVI **SEVERANCE PAY**

For employees hired prior to August 31, 2014 and upon separation from the district, the following shall be paid for accumulated unused sick days:

\$55.00 a day to a Maximum 200 Days

provided the employee has been employed and completed five (5) years of service with the District. In the event of the death of an employee this payment will be made to the employee's estate. The employee will elect to have their unused sick days deposited by the district into one of the district's approved tax deferred annuities and custodial accounts (403b Plans) (Article XIII, Section 4A) or the HSA option if available. The employee shall select the plan.

SCHEDULE A						
JULY 1, 2022 – JUNE 30, 2023						
STEP	36	37	38	39	40	41
1	16.29	16.88	17.99	18.47	21.91	26.25
2	17.10	17.72	18.89	19.40	23.18	28.09
3	17.96	18.62	19.83	20.36	24.16	30.05
4	18.85	19.54	20.82	21.38	25.37	32.16
5	19.79	20.53	21.86	22.45	26.64	34.41
6	21.49	22.29	23.72	24.72	27.77	36.81
Longevity:						
10	23.24	24.09	25.67	28.19	32.11	38.29
15	25.23	26.17	27.87	29.03	32.96	39.82

Effective for the 2022-2023 school year:


- 5% salary increase on schedule
- No steps granted for the 2022-2023 school year

ARTICLE XXVII
DURATION

This Agreement shall be effective as of July 1, 2021 and shall continue in full force and effect until 11:59 p.m., June 30, 2023. At any time subsequent to April 1, 2022 either party may give written notice to the other that negotiations for the reopener for the following year, and meetings between the parties for that purpose shall begin no later than twenty (20) days after delivery of such written notification; provided, however, that nothing in this paragraph or elsewhere in this Agreement shall be construed to require the Board to commit an unfair labor practice or otherwise violate the law by an improper recognition of, or support or assistance to, the Association.

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

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 W.B.A.A.MEA/NEA:



Collette Goestenkers
President, W.B.A.A.A./MEA-NEA

6-7-2022
Date



Kim Abel
MEA Representative

6/9/2022
Date

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

Incentive Program

A joint committee will be formed, comprised of a three (3) members selected by the Talent Development and Management department and three (3) members selected by the Administrative Assistant President to review the concept of an incentive program. Work to be completed by January 2023.

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

Extra Work Compensation

A joint committee will be formed, comprised of a three (3) members selected by the Talent Development and Management department and three (3) members selected by the Administrative Assistant President to outline parameters for employees agreeing to perform extra work duties or filling in due to a vacant position. Work to be completed by January 2023.