

AGREEMENT

between

WILLIAMSTON COMMUNITY SCHOOLS  
BOARD OF EDUCATION

418 Highland Street  
Williamston, Mi 48895

and

WILLIAMSTON PARAPROFESSIONAL ASSOCIATION

JULY 1, 2025 - JUNE 30, 2029

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## **ARTICLE I**

### **PURPOSE**

It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation, and understanding between the Board and the Williamston Paraprofessional Association (W.P.A.) employees covered hereby, to insure true collective bargaining, and to establish standards of wages, hours, working conditions, and other conditions of employment.

## **ARTICLE II**

### **RECOGNITION**

- A. The Board hereby recognizes the W.P.A. as the sole and exclusive bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.
- B. The term "employee" as used herein shall include all regularly scheduled Paraprofessionals, but excluding supervisors, substitutes, and all other certified and non-certified employees.

## **ARTICLE III**

### **NON-DISCRIMINATION**

The Board shall not discriminate in its policies and practices with respect to compensation, terms or conditions of employment because of such individual's race, color, religion, sex, age, national origin, sexual orientation, gender identity, gender expression, height, weight, marital status, political belief, disability, or handicap which does not impair an individual's ability to perform adequately in that individual's particular position or activity.

## **ARTICLE IV**

### **REPRESENTATIVES**

- A. The employees will be represented by representatives, who shall be chosen or selected in a manner determined by the employees and the W.P.A., whose names shall be furnished to the Board in writing by the W.P.A.
- B. Arrangements will be made to allow the representatives time off with pay for the purpose of investigating grievances and to attend grievance and negotiation meetings upon approval of their immediate supervisor. This time off would be classified as "Building Business" and will NOT count against an employee's personal or sick days.
- C. The representatives shall be deemed to head the seniority list for the purpose of lay-off and recall only, provided they are qualified to do the required work. Upon termination of their terms, they shall be returned to their regular seniority status.
- D. The representatives shall be supplied the following information within a hired employee's first week of employment: name, date of hire and assignment.

## **ARTICLE V**

### **RIGHTS OF EMPLOYER**

#### *Section 1 – Rights of Employer*

It is agreed that the employer hereby retains and reserves unto itself, without limitation and without prior negotiations with the W.P.A., all the powers, rights, and authority which ordinarily vest in and have been exercised by the employer, except those which are clearly and expressly relinquished herein by the employer. These rights include, by way of illustration and not by way of limitation, the right to:

- 1. Establish policies, manage and control the school district, its facilities, equipment, and its operations, and to direct its working forces and affairs.
- 2. Continue its policies and practices of assignment and direction of its personnel, determine the number of personnel, and the scheduling of all personnel.

3. Hire all employees and, subject to provisions of law, determine their qualifications and competency to perform available work and the conditions of their continued employment or their dismissal, discipline, or demotion, and to promote, assign, transfer, and lay off employees, and to reduce or increase work hours, and to determine work hours and days. Determine job descriptions and job duties. Determine fitness for continued employment, and require physical or mental examinations of employees by employer-selected licensed physicians.
4. Determine the services, supplies, and equipment necessary to continue its operations and to determine all processes, methods, and means of providing its services, and determine schedules and standards of operation, and the institution of new or improved methods.
5. Establish, modify, or change any work, business, or school hours or days.
6. Determine the number and location or relocation of its facilities and workstations and construction of new facilities or modification of existing facilities.
7. Adopt work rules and other rules and regulations.
8. Determine the financial policies, including all accounting procedures.
9. Determine the size of the administrative organization, its functions, authority, amount of supervision, and structure of organization.

### Section 2 - Contract Interpretation

In the event of a claim of misinterpretation or misapplication of this Agreement, the integrity of this Article shall be preserved and provide the paramount premise for interpretation or application of this Agreement.

### Section 3 - Limitation On Employer Rights

The exercise of the above powers, rights, and authority by the employer, and the adoption of policies, rules, and regulations, shall be limited only by the express terms of this Agreement.

## **ARTICLE VI**

### **SAFETY**

The Board will take reasonable measures in order to prevent and eliminate any present or potential job hazards which the employees may encounter at their places of work in accordance with the provisions of the Occupational Safety and Health Act, state, and local regulations.

## **ARTICLE VII**

### **JURISDICTION**

Employees of the employer not covered by the terms of this Agreement may perform work covered by this Agreement when the work has not been exclusively performed by employees in the unit; or when such work has been performed in the past by non-unit employees; or for financial reasons; or for the purpose of instructional training or experimentation; or in cases of emergency; or on a temporary basis.

## **ARTICLE VIII**

### **CONTRACTUAL WORK**

The right of contracting or subcontracting is vested in the employer. The right to contract or subcontract shall not be used for the purpose of undermining the W.P.A. nor to discriminate against any of its members.

The employer may assign unit work to non-bargaining unit employees, including students, volunteers, persons funded through other programs, and seasonal workers such as summer help, on a temporary basis, provided that when such individuals are used during regular work hours, they are used primarily to supplement the work of regular employees.

## **ARTICLE IX**

### **NO STRIKE**

The W.P.A. and each individual employee agree that they will not direct, instigate, participate in, encourage, or support any strike or withholding of services against the employer by any employee or group of employees.



## **ARTICLE X**

### **SENIORITY**

- A. A newly hired employee shall be on a probationary status for one academic year, taken from and including the first day of employment. If at any time prior to the completion of one academic year probationary period the employee's work performance is unsatisfactory, the employee may be dismissed during this period by the Board without appeal by the W.P.A. Probationary employees who are absent during one academic year of employment shall work additional days equal to the number of days absent, and such employee shall not have completed their probationary period until these additional days have been worked.
- B. Upon satisfactory completion of the probationary period, the employee's seniority date shall be retroactive to the date of employment.
- C. Employees shall be laid off and recalled according to their seniority within classification, provided the remaining employees are qualified to fill the remaining positions. Laid off employees will be allowed to bump into another classification based on seniority if they possess the necessary qualifications.
- D. An employee will lose their seniority for the following reasons;
  - a. The employee resigns.
  - b. The employee is discharged for cause, and such discharge is not reversed through the Grievance Procedure.
  - c. The employee retires.
- E. Seniority shall continue to accumulate within the bargaining unit for an employee who transfers to a supervisory position, with that employee having the right to exercise their seniority and return to the bargaining unit in the event that the employee vacates their supervisory position.
- F. One (1) seniority list shall be electronically furnished to the W.P.A. Representatives, on or about October 1st of each year and be maintained throughout the year. Such list shall contain each employee's name, date of hire, and assignment.

## ARTICLE XI

### DISCIPLINE & DISCHARGE

- A. Dismissal, suspension, and/or other disciplinary action shall be only for just and stated causes with a copy sent to the W.P.A. The employee shall have the right to defend themselves against any and all charges.
- B. The Employer will follow a policy of progressive discipline subject to “(C)” below, which includes verbal warning, written warning, reprimand, suspension, and discharge as a last resort.
- C. The point of initiation of any disciplinary action may be determined by the severity of the employee’s behavior.
- D. Warnings and reprimands shall be discussed privately between the employee and the administrator, except when either party requests the presence of a W.P.A. and/or administration representative.
- E. When the Board feels that disciplinary action is warranted, such action must be initiated within five (5) working days from the date of the occurrence of the condition giving rise to the action, or within five (5) working days of the date it is reasonable to assume that the Board became fully aware of the conditions giving rise to the discipline.
- F. ***Notice of Discharge, Suspension, or Discipline***  
The Board agrees that upon discharge, suspension, or discipline of any employee to notify the employee and the W.P.A. in writing, of the discharge, suspension, or discipline within three (3) working days of said action.
- G. ***Factors Causing Disciplinary Action and/or Discharge***  
Some of the factors causing suspension, dismissal, and/or any other disciplinary action, but not limited to, are as follows:
  - 1. Absence for one (1) working day without proper notification to the Board, and without a good and sufficient reason;
  - 2. Repeated and chronic tardiness;

3. Failure to return to work from an authorized leave of absence at the agreed upon date, without just and sufficient reasons, the employee is physically unable to return from such leave, and does not notify the Board of the fact, shall be considered a voluntary resignation;
4. Willful insubordination;
5. Incompetence in work performance;
6. Conduct unbecoming of a public employee;
7. Conviction of a felony or circuit court misdemeanor;
8. Conviction of any misdemeanor involving moral turpitude, or theft, conversion, embezzlement, intentional destruction or damage to property of the Board;
9. Failure to return to work when recalled from lay-off as set forth in the recall procedure. In proper cases, exceptions shall be made;
10. Under the influence of intoxicants or controlled substances on Board property, or while on the job;
11. Consumes or sells intoxicants or controlled substances on Board property;
12. Steals Board property;
13. Duplicates School District-issued keys without proper authorization.

## **ARTICLE XII**

### **LEAVES OF ABSENCE**

#### **Section 1 - Sick Leave**

At the beginning of the contract year each employee will be advanced ten (10) sick days per year. The employee will have the current year's allowance available regardless of the number of days accumulated. However, if an employee terminates employment before the days used would have been earned, the amount for those days used in excess will be deducted from the employee's last paycheck. At the end of the year,

unused days from the allowance will be credited to accumulated unused sick leave, with no limit on maximum accumulation. Sick leave days may be used in one (1) hour increments.

Part-time members will be entitled to a prorated number of the annual sick leave amount for full-time equivalent (FTE) members. This will be determined by the following calculation:

Prorated Sick Leave = (Number of hours/days worked per year / Full-time hours/days per year) × Full-time sick leave entitlement.

The prorated calculation above will be reviewed against the active law for sick time and member will receive the higher of the calculations.

### Section 2 - Retirement Incentive

Upon retirement from the Williamston Community Schools, under the provisions of the Michigan Public Schools Retirement Plan, after 10 years of employment in the district the employee will be paid for unused accumulated sick leave calculated as follows to a 403b plan:

- Thirty (30) days deducted
- Pay fifty dollars (\$50) per day
- Maximum of ten thousand dollars (\$10,000)

### Section 3 - Leaves of Absence Charged to Sick Leave

#### 1. Personal Sick Leave

The employee may use sick leave for the employee's own personal illness or disability, or for medical, dental, or optical examination or treatment as required up to the number of days available to the individual. The employer may require written verification from a physician.

#### 2. Family Member Illness

An employee's sick leave balance may be used to provide medical care or support for a family member.

A family member is defined as a:

- A. biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the eligible employee stands *in loco parentis*;
- B. biological parent, foster parent, stepparent, or adoptive parent or legal guardian of an eligible employee or an eligible employee's spouse (under the laws of any state) or domestic partner or a person who stood *in loco parentis* when the eligible employee was a minor child;
- C. an individual to whom the eligible employee is legally married under the laws of any state or a domestic partner;
- D. grandparent, grandchild, and biological, foster, or adopted sibling; e. an individual related by blood; or
- E. an individual whose close association with the eligible employee is the equivalent of a family relationship.

This Agreement shall comply with the Michigan Earned Sick Time Act, as may be amended, and any applicable local laws or ordinances concerning paid sick leave. All provisions relating to earned sick time shall be interpreted in accordance with the prevailing laws of the State of Michigan.

#### Section 4 - Funeral Leave

- A. Funeral leave shall not be deducted from the employee's allowable sick leave.
- B. Each employee will be granted five (5) days of bereavement leave, not charged against sick leave, paid at straight time rate for a death in the immediate family. For purposes of this Section, immediate family shall include parents, spouse, child, step-child, brother, sister, grandparents, grandchildren, step-father, step-mother, son-in-law, daughter-in-law, father-in-law, mother-in-law, half-brothers and half-sisters, and IRS qualified dependents living in the employee's household.
- C. Each employee will be granted three (3) days of bereavement leave, paid at straight time rate, in the case of a death of a brother-in-law, sister-in-law, uncle, aunt, nephew, niece, or first cousin.

- D. Each employee will be granted up to one (1) bereavement day, paid at straight time rate, in the case of a death of a close friend or family member not mentioned above in 3 (A) or 3 (B).
- E. Additional days paid from sick day balance or without pay will be granted by the Board upon request by the employee under (A), (B), and (C) of this section.
- F. Part-time members' funeral leave hours per day will match their hours expected in a regularly scheduled work day. The same calculation as noted in Article XII, Section 1 - Sick Leave can be applied here.

#### Section 5 - Paid Leave of Absence Not Charged to Sick Leave

##### 1. Personal Leave Days

- A. At the beginning of every academic school year, each Paraprofessional shall be credited with three (3) personal leave days, which shall not be deducted from the employee's allowable sick leave.
- B. Unused personal leave will revert to sick leave days, at the end of the school year.
- C. An employee planning to use a personal leave day shall submit a written request to their immediate supervisor for approval. The request should state the reason that the employee is requesting to use a personal leave day. This request should be given at least 48 hours in advance, except in cases of emergency.
- D. Personal leave days shall not be taken the day before or the day following the holiday or vacation. Any days taken in this manner will be unpaid and holiday pay, if applicable, will be forfeited.

##### 2. In-Service

A leave of absence with pay, not charged against the employee's sick leave, may be granted for in-service activities, attending conferences, conventions, workshops, and seminars, when such attendance is approved by the Superintendent.

### 3. Witness

A leave of absence with pay, not charged against the employee's sick leave, will be granted for court appearances requested by the school district.

### 4. Jury Duty

- A. An employee who is summoned and reports for jury duty, as prescribed by applicable law, shall be paid by the Board in an amount equal to the difference between the amount of wages the employee otherwise would have earned by working straight time hours for the Board on that day and the daily jury duty fee paid by the court (not including travel allowances or reimbursements of expenses for each day's jury service).
- B. In order to receive payment, the employee must give the Building Administrator prior notice that the employee has been summoned for jury duty and must furnish satisfactory evidence that the employee reported to or performed jury duty on the days for which payment is claimed. The provisions of this paragraph are not applicable to an employee who, without being summoned, volunteers for jury duty.

## Section 6 - Leave of Absence Without Pay or Fringe Benefits

- 1. Leave of absence of up to three months shall be granted for the purpose of childcare upon the request of the employee to care for a newborn, newly adopted, or critically ill child. Employees will have the option of using sick days to the extent available during such leave.
- 2. An employee whose illness, maternity leave, or disability, extends beyond the period compensated by sick leave will be granted a leave of absence for the duration of the illness or disability up to a maximum of one (1) year.
- 3. The reinstatement rights of any employee who has been required to serve in the military service, or has done so during a time of war, shall be determined in accordance with the provisions of federal, state, or local law granting such rights.
- 4. Leaves of absence will be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations, provided the employee submits a written request

for such leave of absence immediately upon receiving their orders to report for duty.

5. An employee may be granted a leave of absence at the Board's discretion for up to one (1) year for personal reasons, including but not limited to, childcare, study, family concerns, or travel.
6. All requests for a leave of absence shall be in writing stating the reason for the requested leave and the expected duration.
7. An employee on an approved leave of absence shall notify the school district of an intent to return to employment at least thirty (30) days prior to the expiration of the approved leave.
8. An employee on an approved leave of absence will be returned to the employee's former position if the leave does not exceed three months (or for a medical leave of up to one (1) year. For leaves longer, the employee will only be returned from the leave when there is a vacancy in the classification the employee was formerly in or a lower classification and the employee is qualified for the vacant position.
9. The conditions of a leave and the conditions of return from leave will be specified by the employer at the time the leave is approved.
10. Extensions of all leaves may be granted at the discretion of the Board.

#### Section 7 - Worker's Compensation

A member who is absent due to an injury or illness which is compensable under the Michigan Workers Compensation Act shall be entitled to full pay and benefits during his or her leave, up to one year. When the employee becomes eligible, the employee shall accept Workers' Compensation Wage Replacement Benefits. The employee shall sign over to the District his or her wage replacement benefit check(s) received under the Worker's Compensation Disability Act, and the District shall issue to the employee his or her regular paycheck. In the event a member does not provide the District with wage replacement benefit check(s), the District will only compensate the member their expected pay, less what the member received from their wage replacement benefit check(s).



### Section 8 - Good Attendance Reward

Any employee who has accumulated thirty (30) sick leave days will be paid an attendance bonus for the period from July 1 to December 31, and from January 1 to June 30, at the following bonus rates and qualifications:

Zero days missed	\$275
1-2 days missed	\$225
3 days missed	\$100
4 days missed	\$ 75

Days missed will be counted the same if the day is missed for personal, sick, or dock days (unpaid) but shall not include jury duty, witness, "building business" leave, or bereavement leave.

## **ARTICLE XIII**

### **GRIEVANCE PROCEDURE**

#### Definitions:

- A. A grievance shall be an alleged violation, misinterpretation, or misapplication of the express terms of this Agreement.
- B. The time elements in the steps can be shortened, extended, or waived upon written mutual agreement between parties.
- C. Working days shall be defined as those days, Monday through Friday, excluding all days in which school is not in session.
- D. A grievance pertaining to alleged safety hazards may be processed directly to Step 3 of the Grievance Procedure, upon the employee having orally discussed the grievance with their immediate supervisor.
- E. Any grievance which is not appealed within the specified time limits set forth in that step level shall be considered settled on the basis of the decision rendered at the previous level. If the answer to a grievance is not given within the specified time limits of that step level, the appealing party may automatically appeal the grievance to the next step level of the Grievance Procedure.

- F. Any employee or W.P.A grievance not presented for disposition through the Grievance Procedure within five (5) working days of the occurrence of the condition giving rise to the grievance, or within five (5) working days of the date that it is reasonable to assume that the employee or the W.P.A first became aware of the conditions giving rise to the grievance, shall not hereafter be considered.

The following matters shall not be subject to arbitration, the Board's decision shall be final:

1. Termination or discipline of probationary employees.
2. Evaluation.
3. Discretionary pay rates upon promotion.
4. Scheduling of the work year, work week, and work day.
5. Granting or denying discretionary leaves of absence.

#### Step One

- A. Any employee having a grievance shall discuss the grievance orally with their immediate supervisor, and then if the grievance is not settled orally, the employee may request a meeting with the representatives to discuss the grievance.
- B. The representatives may submit the grievance in writing to the supervisor stating the remedy or correction requested, plus the facts upon which the grievance is based and the alleged contract violation. The employee and the representatives shall sign the grievance.

#### Step Two

- A. The representatives shall meet with the supervisor to discuss the grievance within five (5) working days of written submission to the supervisor.
- B. The supervisor shall give a decision in writing relative to the grievance within five (5) working days of the meeting with the representatives.

#### Step Three

- A. Any appeal of a decision rendered by the supervisor shall be presented in writing to the Superintendent or designee, by the W.P.A., within five (5) working days from the date of receipt of the answer given by the supervisor, and the

Superintendent or designee shall meet with the representatives at a time mutually agreeable to them, but not later than fifteen (15) working days following receipt of the appeal.

- B. The Superintendent or designee shall give a decision in writing relative to the grievance within ten (10) working days of the date of the meeting with the representatives.

#### Step Four

- A. Any appeal of a decision rendered by the Superintendent or designee shall be presented in writing to the Board of Education within five (5) working days from the date of receipt of the decision rendered by the Superintendent or designee. The Board, within ten (10) days after the receipt of the grievance, shall decide whether or not to schedule a hearing for the Board's next regular scheduled meeting. The Board shall communicate the decision to the W.P.A. within five (5) days. If the hearing is held, the Board shall render its decision within one (1) month from the date of the hearing.
- B. The Board of Education shall give their decision in writing relative to the grievance before the third (3rd) Monday of the following month of their meeting with the representatives.

#### Step Five - Arbitration

- A. If the appealing party is not satisfied with the disposition of the grievance by the Board of Education, then within fifteen (15) calendar days from the date of receipt of the answer given by the Board of Education, the grievance may be submitted to arbitration.
- B. The appealing party shall request the American Arbitration Association or another mutually agreed upon Arbitrator to submit a listing of seven (7) persons to both parties. The representatives of the Board and the W.P.A. shall return the submitted listing of seven (7) persons to the designated mailing address of the mutually agreed upon Arbitrator within the specified time period, as furnished to the parties by the mutually agreed upon Arbitrator. Each party, upon returning the listing of the potential arbitrators to the American Arbitration Association or the mutually agreed upon Arbitrator, shall indicate as to their preference of the arbitrator by numbering of said arbitrators one (1) through seven (7). The American Arbitration Association or the mutually agreed upon Arbitrator, upon

receipt of the returned lists by the parties, shall assign the arbitrator based on the highest preference given by both parties of the persons on said list. That person shall be accepted by both parties as the Arbitrator.

- C. In the event that neither party returns the listing of said arbitrators to the American Arbitration Association or another mutually agreed upon Arbitrator within the specified time period, the American Arbitration Association or another mutually agreed upon Arbitrator shall assign a person on the list as an arbitrator, or in the event that one (1) of the parties fails to return their listing within the specified time period, the American Arbitration Association or another mutually agreed upon Arbitrator shall assign the arbitrator based on the highest preference of the party who did return their listing within the specified time period. In either of these cases, both parties shall accept that person as the arbitrator.
- D. The arbitrator, the W.P.A., or the Board may call any relevant person as a witness in any arbitration hearing.
- E. Each party shall be responsible for the expenses of the witnesses that they may call.
- F. The arbitrator shall not have jurisdiction to subtract from or modify any of the terms of this Agreement, or any written amendments hereof, or to specify the terms of a new agreement, or to substitute the arbitrator's discretion for that of the parties hereto.
- G. The fees and expenses of the arbitrator shall be borne solely by the party whom the decision of the arbitrator is rendered against.
- H. The arbitrator shall render a decision in writing not later than thirty (30) calendar days from the date of the conclusion of the arbitration hearing.
- I. The decision of the arbitrator shall be final, conclusive, and binding upon all employees, the Board, and the W.P.A.

## ARTICLE XIV

### WORK YEAR, WORK WEEK, WORK DAY

#### Section 1 - Academic Work Year

The normal work year for regular employees will run from July 1 through June 30 each year and be for the number of days scheduled by the employer in the job description for each position. Each employee will be given a tentative work schedule prior to the end of that employee's preceding work year. Either more or fewer days of work may be required. The District will notify members of the bargaining unit of their work assignments for a new school year as soon as practical at, or before, the beginning of the school year.

All employees will have unpaid time off during winter and spring break while students are not in attendance and classes are not in session unless days during these times are part of the employee's scheduled work year. However, if the employer requires that unscheduled days be worked during these breaks, they will either (1) count as extra workdays and the employee will receive extra pay for such days or (2) count as "comp" time if agreeable to the employee and the employee will be given time off to compensate for the time worked on days mutually agreed upon between the employee and employer.

#### Section 2 - Work Week

The regularly scheduled work week shall begin at 12:01 a.m. on Monday and end one hundred twenty (120) hours thereafter. The work week shall normally consist of ~~forty~~ (40) thirty-five (35) hours. The work week shall be determined by the employer.

#### Section 3 - Work Day

The normal number of hours of work and the schedule of hours for each employee shall be determined by the employer. The normal workday shall be within a span of eight (8) consecutive hours.

**Special Ed Para:**

The normal workday shall be within a span of 7.5 hours, less a 30 minute lunch, for a standard 7.0 hour workday.

**WIN Para, Gen Ed Y5 Para, and Medical Support Para:** The normal workday shall be within a span of eight (8) hours, less a 30-minute lunch, for a standard 7.5 hour workday.

The actual workday shall be as determined by the employer; additional before or after school duties assigned in excess of the “normal workday” will be compensated based on the members hourly rate, but will not impact compensation of a personal, sick, or holiday pay. Employees working six (6) or more hours may have an unpaid lunch period of 30 minutes. The scheduling of unpaid lunch periods shall be determined by the employer.

**Section 4 - Work Breaks**

Employees working more than four (4) hours per day will be allowed a total of not to exceed fifteen (15) minutes paid break time for each four (4) hours worked to be taken at such time that there is no impairment of work responsibilities.

**Section 5 - Overtime Rates**

- A. Time and one-half (1-1/2X) will be paid for all time worked in excess of forty (40) hours in one (1) work week. Time off will not count toward the forty (40) hours in a week.
- B. Double time (2X) will be paid for all hours worked on Sunday.

**ARTICLE XV****HOLIDAYS****Section 1 - Holidays**

All employees shall be paid for the following holidays, provided they occur during a scheduled work week:

Friday before Labor Day (if the first day of school is before Labor Day)  
Labor Day (if the first day of school is before Labor Day)  
Wednesday before Thanksgiving  
Thanksgiving Day  
Friday after Thanksgiving  
Christmas Day  
New Year's Day  
Martin Luther King Day  
Presidents Day\*  
Memorial Day

\*Paraprofessionals who are required to work on these days will receive straight time for hours worked in addition to regular holiday pay.

### Section 2 - Conditions

Holiday pay is subject to the following provisions:

- A. The employee is a current employee as of the date of the holiday.
- B. The employee would have otherwise been scheduled to work on that day if it had not been observed as a holiday.
- C. The employee must have worked the last scheduled workday prior to the holiday, and the next scheduled workday after such holiday within the employee's scheduled work week, or have been on approved sick leave per the building administrator.
- D. An employee eligible under the above provisions shall receive the regular daily rate for said holiday.
- E. Employees required to work on any of the above-named holidays, except Presidents' Day, shall receive double time (2X) for hours worked in addition to regular holiday pay.
- F. When a holiday falls on a Saturday or Sunday, or on a day when student instruction is scheduled, the Board shall have the right to observe the holiday on the preceding Friday, on the following Monday, or on another day when student instruction is not scheduled.

## ARTICLE XVI

### INSURANCE BENEFITS

#### Section 1 – Medical Insurance

- A. The employer shall provide the WCS BCN HSA Plan.
- B. Employees receiving Health Insurance will contribute, via payroll deductions, twenty percent (20%) or whatever employee premium contributions are required by law per month of the health insurance benefit premium cost for employee only coverage. Two (2) person and Family coverage is available at the cost of the employee. Deductions will be made on a per pay period basis.

#### Section 2 - Life Insurance

The Board will provide to each employee twenty thousand dollars (\$20,000) term life insurance with AD & D through a carrier selected by the Board. Employees will be given the opportunity to fill out forms regarding their beneficiaries at the beginning of the school year.

#### Section 3 - Long Term Disability Insurance

The Board will provide to each employee long-term disability insurance through a carrier selected by the Board beginning on the ninetieth (90th) calendar day following the onset of disability, providing sixty-six and two-thirds percent (66  $\frac{2}{3}$ %) of the employee's salary not to exceed \$3,000.00 per month.

#### Section 4 - Insurance for Employees

Employees can participate in dental and vision insurance plans at their own expense, and subject to any and all limitations or restrictions of the applicable policy, plan, or program.

#### Section 5 - Enrollment

It shall be the responsibility of the eligible employee to properly enroll in programs available and make notification of any change in status in a timely fashion. All benefits are subject to policy, plan, or program terms and conditions.



### Section 6 - Termination of Benefits

If an employee terminates employment, is terminated, laid off, or goes on an unpaid leave, insurance benefits will cease at the end of the month of termination, or when enrolled for other coverage through a new employer, through retirement insurance, or through a spouse's plan, whichever is earlier.

## **ARTICLE XVII**

### **GENERAL**

#### Section 1 - Tax Sheltered Annuities

The Board agrees to deduct the premiums for variable tax-deferred annuities solely paid for by the employee, and to remit such premiums to the designated Board-approved insurance company.

#### Section 2 - Deductions

The Board agrees to make available to the employees covered by this Agreement any Board-approved payroll deduction services such as savings bonds, credit union, etc.

#### Section 3 - Michigan Public School Employees Retirement System

The Board agrees to pay the specified legal contribution to the Michigan Public School Employees Retirement System for each employee covered by this Agreement.

#### Section 4 - Continuing Education

W.P.A. members shall attend all professional development throughout the school year, up to thirty (30) hours annually, as assigned by district or building administration. This time may include before-school in-service days at the discretion of District or building administration. No sick time or personal business days may be used for periods of required professional development.

W.P.A. members will reflect this time on their timesheets and be paid at the appropriate hourly rate.

W.P.A. members will be informed of the requirement to attend applicable professional development no later than 30 calendar days in advance. If this advance notice is not provided, attending applicable professional development will be optional and compensated at the appropriate hourly rate.

The District will compensate W.P.A. members at their appropriate hourly rate for any required and/or approved professional development provided outside of the District. The District will also cover the cost of any registration fees and reimburse W.P.A. members for round-trip mileage for any professional development that takes place off the District campus.

Cost and compensation for professional development or self-improvement courses initiated by W.P.A. members will be approved by administration on a case-by-case basis.

#### Section 5 – Unexpected School Closing

Whenever the schools are closed, or delayed unexpectedly, the employees covered by this Agreement shall: in the event of a school closure, not be required to report on such days, and the employees shall be paid their normal day's pay even if no work is performed by the employee, or in the event of school delay, shall receive their normal day's pay subject to revision of the school calendar, employees will be paid to make up days lost.

#### Section 6 - Use of Buildings and Equipment

- A. The W.P.A. may be allowed to use school buildings at reasonable hours for meetings, provided forty-eight (48) hours' advance written approval is received from the Superintendent or designee and such use is allowable under Board policy.
- B. Upon request of the W.P.A. representative demonstrating immediate need, and with prior approval of the Superintendent or designee, the W.P.A. may use office equipment at reasonable times outside normal office hours when it is not otherwise in use. The W.P.A. shall pay for the reasonable cost of such use, including the cost of all materials and supplies.
- C. The W.P.A. may use one bulletin board already available in each building for W.P.A. business affecting employees in the unit. Any material deemed inappropriate may be removed by the employer.

#### Section 7 - W.P.A. Business

Duly authorized representatives of the W.P.A. shall be permitted to transact official W.P.A. business on school property at reasonable hours, provided that such activities do not occur anytime within the work hours of the employees involved, except

before/after school, during breaks, or unpaid lunch. This Section shall not preclude the processing of grievances with employer representatives at mutually agreed upon times.

#### Section 8 - Personnel Files

The W.P.A. has the right to review the personnel file of an employee within the bargaining unit upon making a written request to the Superintendent or designee and filing a written approval from such employee. An employee shall have the right, upon making a request, to review the contents of their own personnel files maintained by the School District. In either of these instances, the administration may have a representative present. The W.P.A. or employee will pay \$.10 a page copied and must pay before receiving the documents.

#### Section 9 - Student Health Concerns

The Board shall advise the Paraprofessional of any of the students' health concerns of which the school is aware, unless such disclosure is prevented by confidentiality laws or rules. If health information is given to the Paraprofessional, such information shall be kept confidential.

#### Section 10 - Personal Articles

The district will reimburse employees' reasonable out of pocket costs for necessary personal articles that are damaged by a student while the employee is performing their duties.

#### Section 11 – Community Pool and Fitness Center Membership

All W.P.A. members shall receive a free individual membership to the Williamston Community Pool and Fitness Center. Memberships must be renewed annually beginning on July 1st of each year. In order to obtain this membership, the member will present a valid district ID and complete enrollment paperwork with enrichment office staff during the enrichment office's regular hours. The enrichment office will maintain a roster of all W.P.A. members and all members who have completed their membership enrollment. This membership benefit is not transferable.

## **ARTICLE XVIII**

### **CLASSIFICATION AND COMPENSATION**

The parties hereto agree that the employees covered by this Agreement shall be considered engaged in the type of work and classification as set forth on Schedule A, attached hereto and made a part hereof by reference.

## **ARTICLE XIX**

### **SCOPE, WAIVER, AND ALTERATION OF AGREEMENT**

#### Section 1

No agreement, alteration, understanding, variation, waiver, or modification of any of the terms, conditions, or covenants contained herein shall be made by any employee or group of employees with the Board, unless executed in writing between the parties hereto, and same has been ratified by the W.P.A. and the Board.

#### Section 2

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

#### Section 3

If any Article or Section of this Agreement, or any supplements thereto should be held invalid by operation of law, or by any competent jurisdiction or tribunal, or if compliance with or enforcement of any Article or Section of this Agreement should be restrained by such tribunal, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

## **ARTICLE XX**

### **TERMINATION AND MODIFICATION**

- A. This Agreement shall continue in full force and effect until June 30, 2029.
- B. The effective date of this Agreement is July 1, 2025.

C. An emergency manager appointed under the Local Financial Stability and Choice Act is authorized to reject, modify, or terminate this Agreement as provided in the Local Financial Stability and Choice Act and School District Fiscal Accountability Act, 2012 Public Act 36.

D. **IN WITNESS WHEREOF:** the parties hereto have caused this instrument to be executed.

**WILLIAMSTON COMMUNITY  
SCHOOLS BOARD OF  
EDUCATION**

Nancy E Deal  
Nancy Deal  
President

Amanda Hathaway Frattarelli  
Amanda Hathaway Frattarelli  
Secretary

Chris Lewis  
Christopher Lewis  
Treasurer

7/21/2025  
Date

**WILLIAMSTON  
PARAPROFESSIONAL  
ASSOCIATION**

Julia Keyes 07-07-2025  
Julia Keyes  
W.P.A. Representative

Lynn Geiger  
Lynn Geiger  
W.P.A. Representative

7-7-25  
Date

## SCHEDULE A

### WAGE SCHEDULE

#### Wage Rates

WAGE SCHEDULE 2025-26 4.00% Increase		WAGE SCHEDULE 2026-27 4.00% Increase		WAGE SCHEDULE 2027-28 4.00% Increase		WAGE SCHEDULE 2028-29 4.00% Increase	
STEP	New Rate	STEP	New Rate	STEP	New Rate	STEP	New Rate
STEP 1	14.99	STEP 1	15.59	STEP 1	16.21	STEP 1	16.86
STEP 2	15.74	STEP 2	16.37	STEP 2	17.02	STEP 2	17.70
STEP 3	16.53	STEP 3	17.19	STEP 3	17.87	STEP 3	18.59
STEP 4	17.35	STEP 4	18.05	STEP 4	18.77	STEP 4	19.52
STEP 5	18.22	STEP 5	18.95	STEP 5	19.70	STEP 5	20.49
STEP 6	19.13	STEP 6	19.90	STEP 6	20.69	STEP 6	21.52
STEP 7	20.09	STEP 7	20.89	STEP 7	21.72	STEP 7	22.59
		STEP 8	21.94	STEP 8	22.81	STEP 8	23.72
				STEP 9	23.95	STEP 9	24.91
						STEP 10	26.16

  

With Degree \$1.00		With Degree \$1.00		With Degree \$1.00		With Degree \$1.00	
STEP	Rate	STEP	Rate	STEP	Rate	STEP	Rate
STEP 1	15.99	STEP 1	16.59	STEP 1	17.21	STEP 1	17.86
STEP 2	16.74	STEP 2	17.37	STEP 2	18.02	STEP 2	18.70
STEP 3	17.53	STEP 3	18.19	STEP 3	18.87	STEP 3	19.59
STEP 4	18.35	STEP 4	19.05	STEP 4	19.77	STEP 4	20.52
STEP 5	19.22	STEP 5	19.95	STEP 5	20.70	STEP 5	21.49
STEP 6	20.13	STEP 6	20.90	STEP 6	21.69	STEP 6	22.52
STEP 7	21.09	STEP 7	21.89	STEP 7	22.72	STEP 7	23.59
		STEP 8	22.94	STEP 8	23.81	STEP 8	24.72
				STEP 9	24.95	STEP 9	25.91
						STEP 10	27.16

Cash in Lieu of Medical Insurance Rates (full time employees):

- 2025 - 2026 = \$1,000 annually
- 2026 - 2027 = \$1,000 annually
- 2027 - 2028 = \$1,250 annually
- 2028 - 2029 = \$1,500 annually

Any employee under this contract who has a Bachelor's Degree or 120 college credits or higher will be paid an additional \$1.00 an hour.

#### Stipend for Substitute Teaching

Qualified paraprofessionals will be paid a stipend at the rates listed below when assigned a substitute teaching role by their building administrator.

Length of Sub Coverage	Stipend Amount
Under 30 Minutes	\$10.00
30 - 59 Minutes	\$15.00
1 – 4 Hours	\$25.00
Full Day	\$40.00

Members will be responsible for adding these coverages to their bi-weekly timesheet and submitting them each pay period.

### **Step Advancement**

All step advancements will be effective July 1st through June 30th of each year. An employee must begin work prior to January 1st to be eligible for a step advancement after July 1st.

No new hire for a paraprofessional role shall be placed above Step 4 unless agreed upon by administration and association representatives.

### **Longevity**

Based on continuous service in a department in the district (not counting outside experience), a Paraprofessional will also receive a longevity payment based on their longevity as of December 31 of the current year paid within their hourly rate.

Years of Service	Rate Per Hour
6 or more and less than 10 years	\$0.40
10 or more and less than 14 years	\$0.80
14 or more and less than 18 years	\$1.20
18 or more and less than 22 years	\$1.60
22 years or more	\$2.00

Longevity payments shall be based on the employee's anniversary date of hire into a permanent position.