MASTER AGREEMENT

between the

WEST BLOOMFIELD SCHOOL DISTRICT
BOARD OF EDUCATION

and the

WEST BLOOMFIELD
EDUCATION ASSOCIATION, MEA/NEA

SEPTEMBER 1, 2025 - AUGUST 31, 2027

WEST BLOOMFIELD SCHOOL DISTRICT
WEST BLOOMFIELD, MICHIGAN 48324

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AGREEMENT

This Agreement is entered into this 1st day of September, 2025, by and between the West Bloomfield Board of Education (the "Board") and the West Bloomfield Education Association, MEA-NEA (the "Association").

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 as to hours, wages, terms and conditions of employment; and

WHEREAS, the Board will not 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 as to wages, hours, and other terms and conditions of employment;

THIS Agreement is subject to the Public Employment Relations Act, MCL 423.201 et seq., including Section 15(7) thereof, MCL 423.215(7), and 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.

ARTICLE I
RECOGNITION

A. The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all contract classroom teaching personnel, including those on leave, to the extent required by Act 379 of the Michigan Public Acts of 1965, as amended, for purposes of collective bargaining as to rates of pay, wages, hours of employment, and other terms and conditions of employment.

The term "teacher" includes all professional employees represented by the Association in the bargaining unit as above defined except as otherwise expressly stated in this Agreement.

The term "certificated" includes certification for classroom teachers and approval for special education personnel as construed and defined by the Michigan Department of Education.

"Contract classroom teaching personnel" includes the following certified personnel: classroom teachers, special education teachers and special education teaching consultants, Oakland Early College teachers, media consultants (librarians), reading and development consultants, counselors, social workers, school psychologists, speech therapists, curriculum consultants, instructional coaches, and deans of students.

Excluded from the bargaining unit are administrative and supervisory personnel, substitute teachers, teachers of adult education, certified employees working in a non-certified position, and non-certified personnel employed by the Board of Education.

B. The Board will not negotiate with any teachers' organization other than the Association for the duration of this Agreement.

C. Whenever the term "Board" is used, except in the grievance procedure provisions, Board means the Board of Education of the West Bloomfield School District or the Superintendent or Assistant Superintendents, Deputy Superintendent, or other authorized representatives.

D. This Agreement and the wages, hours, terms and conditions of employment set forth herein shall be applied without regard to sex (including sexual orientation and gender identity), race, color, religion, age, marital or family status, national origin, weight, height, military status, ancestry, genetic information or any other legally protected category, (collectively, “Protected Classes”). The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to sex (including sexual orientation and transgender identity), race, color, religion, age, marital or family status, national origin, weight, height, military status, ancestry, genetic information or any other legally protected category, (collectively, “Protected Classes”).

E. The headings used in this Agreement neither add to nor subtract from the meaning of the provisions herein, but are for reference only.

ARTICLE II
TEACHERS RIGHTS AND DUTIES

A. This Article shall not be construed to deny or restrict to any rights the teacher may have under the Michigan General School laws or other applicable laws and regulations. The rights granted to teachers in this Agreement are in addition to those provided by law.

B. In conducting normal school business, including evaluations, a teacher should not request Association representation when asked to meet with an administrator. A teacher is entitled to have Association representation present at any meeting that will or may lead to disciplinary action. When possible, the teacher will be notified of this right before such a meeting.

C. A teacher has the right to review, upon request, the contents of all District records about the teacher originating after initial employment and to have an Association representative accompany the teacher in such a review. A record will be made in each file indicating who has reviewed the file and the date, except for file review by Office of Human Resources employees and the Superintendent. The District shall provide written notice to a teacher when placing any document, including a disciplinary document, in their personnel file. A teacher may submit a written response to any document placed in the teacher’s personnel file, which will be attached to the related document.

   Except as otherwise addressed by any applicable legal standard, a complaint to an administrator will be brought to that teacher’s attention within ten (10) school days of receipt.

D. No teacher shall be disciplined without just cause, except when the Teachers’ Tenure Act provides a different standard. Before issuing discipline, the District must provide the teacher with notice of the charge(s) and the opportunity to explain.

   As appropriate, progressive discipline will be used when disciplining a teacher, including verbal warning, written warning, written reprimand, suspension, and discharge. This standard does not limit the District from addressing discipline at any level, including termination, for conduct that warrants a level outside the progressive step. The District may assess a different discipline level against a

teacher than assessed against another teacher known to have committed the same or similar offense with justification for the difference.

Any charge(s) against a teacher must be proven by a preponderance of the evidence.

E. The non-renewal of an appointment to an annual assignment of extra duty for extra pay shall not be construed as discipline, reprimand or reduction in compensation.

F. Teachers shall be responsible for furnishing information requested by the Administration. Examples of such necessary information are:

1. Timely proof of freedom from tuberculosis, a communicable disease, or transmissible disease as required by State law or State regulation.

2. Medical Examination. The Board may require a medical or psychiatric examination if the Board determines to consider granting a medical leave. The doctor administering said examination shall be selected from a list of certified practitioners in the appropriate specialty provided by the Board and shall be at Board expense.

   If a teacher requests medical leave, failure to provide, upon request, appropriate reports of medical examination shall be grounds for refusing the leave.

3. The return of teacher contracts and/or supplements on or before the date or dates specified by State law, State regulation, Board policy and/or administrative rules.

4. Written records of student performance and behavior such as report cards, grade record book and attendance records, CA-60's in the elementary schools, and special education reports when necessary.

5. Usable written daily lesson plans must be available for any time the teacher is absent.

6. Up-to-date transcripts and records of educational preparation.

G. Teachers will prepare and plan, in writing and in advance, the teaching they will be doing. The lesson taught should reflect the written plans. Teachers should be prepared to explain the concepts covered, procedures used, expected outcomes and methods of measuring outcomes.

H. It is the right and duty of a teacher to determine the academic level of achievement of all students assigned to the teacher’s class and establish a grade or symbol indicating their levels in accordance with Board approved evaluation systems. Grading shall not be used for disciplinary reasons. At the high school level this indication of achievement is unalterable except by agreement between two building administrators and the department chairperson. At the middle school level this indication of achievement is unalterable except by agreement between two building administrators and the Assistant Superintendent of Learning Services. At the elementary level, this indication of achievement is unalterable except by agreement between the building administrator and the Assistant Superintendent of Learning Services. Once the process is completed, the teacher will be notified of the outcome in a timely manner. Assignments of students to grade level or class shall be according to Board Policy 5420.

I. The following provisions shall be applied to all requests for information regarding a bargaining unit member under the Freedom of Information Act (FOIA):

1. All requests must be made in, or reduced to writing, and forwarded to the Office of Human Resources and include the name, address and phone number of the person making the request. Should the request be made by an organization, it must include the name of the organization, address and a list of officers.

2. To be honored, all requests must identify the specific public record wanted.

3. Once a FOIA request is received by the Office of Human Resources, the involved bargaining unit member(s) and the Association President shall be notified immediately and provided with a copy of the FOIA request.

4. If requested by the teacher and as soon as possible, the District will meet with the affected teacher (and Association representatives if the teacher requests such representation) to review the FOIA request and the document(s) requested.

5. Unless the parties agree otherwise, and provided an extension is allowed by law, the District will notify the requesting party that timelines for disclosure will be extended for the ten (10) additional business days.

6. The District may honor all exemptions regarding production of documents as identified in FOIA to the extent that they apply.

7. Personnel records may not be released to third parties unless required by law.

8. Records relating to unsubstantiated complaints against a teacher and/or investigatory records into a teacher's conduct when disciplinary action is not taken shall not be released to third parties unless required by law.

9. On any document that may be released under a FOIA request, exempt material will be redacted if identified and if such action does not violate FOIA requirements.

J. Report card procedures shall be consistent throughout the elementary buildings.

K. A teacher will be provided with at least twenty-four (24) hours-notice if the teacher's classroom/facility is to be used for other purposes except in an emergency situation.

L. No probationary teacher will be asked to serve on more than two (2) District and/or building committees at the same time.

M. Teachers hired after the first (1st) new teacher orientation will attend a new teacher orientation offered by the Learning Services office. The sessions will be scheduled quarterly, and the session dates will appear in the calendar. The new teacher will attend one (1) session offered after their hire date. If the orientation is offered after school, the duration will be one and a half (1.5) hours. The lead mentors and mentor coordinator will be invited to the orientations.

N. Teachers may elect to have Association dues and contributions to the Association's Political Action Committee (PAC) deducted directly from their pay. Payroll deductions for dues and PAC contributions will be governed by the following procedures.

1. Each teacher wishing to have Association dues or PAC contributions withheld from their pay must submit a signed authorization form to the Business Office.

2. The Association will provide the Business Office with the appropriate dues calculations to withhold from the teacher's pay. If the amount of a teacher's dues deduction changes during the school year, the Association will promptly provide the Business Office with the updated calculation and the change will be applied within ten (10) business days or as soon as practicable.

3. Payroll deductions for dues collection will be made in twenty (20) substantially equal installments beginning with the first pay in September. Payroll deductions for PAC contributions will be made in one lump sum payment or in substantially equal installments following the Association's PAC campaign.

4. The Business Office will process new requests for payroll deductions within fifteen (15) business days from receipt of the written request or as soon as practicable.

5. The District will discontinue a teacher's payroll deduction upon written notice from the teacher or the Association.

6. At each payroll cycle, the District will provide the Association with a report of employee names and the amount of dues/PAC contributions deducted from each of their pay.

O. For any legal action against the District arising from its compliance with Article II, Section N, the Association will defend the District through legal counsel selected by the Association if the District:

1. Provides notice to the Association.

2. Does not object to the Association intervening as a party if it so desires.

3. Cooperates with the Association and its counsel in defending the action.

The Association has authority to compromise and settle any claim it defends pursuant to Article II, Section N.

In any action so defended, the Association will indemnify and hold harmless the Board and its agents from any liability and costs imposed by a final judgment of a court or administrative agency as a direct consequence of complying with Article II, Section N.

ARTICLE III
RESERVATION OF RIGHTS

A. The Board reserves all the rights and powers conferred upon it by the constitution and laws of the State of Michigan, except as the same are expressly and specifically limited by the Agreement. Such rights include by way of illustration and not by way of limitation the right to:

1. Manage and control the business, equipment and operations of the District.

2. Assign personnel, determine number of personnel and their schedules, and establish or modify school hours.

3. Select, promote and determine qualifications of personnel.

4. Determine the number and location of its facilities, including buildings, departments, offices and divisions.

5. Determine the services, supplies and equipment necessary for the operation of the District and establish financial policies and procedures.

6. Determine the number, function, authority, and organization of its administrative staff.

B. The exercise of the foregoing powers, rights, authority, and duties by the Board are limited only by the express and specific terms of this Agreement.

ARTICLE IV
TEACHING HOURS/CLASS LOAD

A. The regular school day for teachers shall not exceed seven (7) hours, excluding the lunch period, except for parent and/or student conferences, which may necessitate an extension of the regular school day. Staff meetings will normally be held during the regular school day whenever possible. Two weeks before the first teacher day of the year, the building principal, with input from the Building Leadership Team and the Association building representative, if not already a member of the Building Leadership Team, will select a staff meeting format of either one forty (40) minute meeting per month or weekly ten (10) minute meetings. The Building Leadership Team may adjust the date and time of up to two (2) meetings per year.

Teacher report time will be developed between the Principal and Association representative.

If there are complaints from the Association that there is abuse of this section in terms of frequency or relevancy of meetings, or a lack of opportunity for input by the Association representatives, the Association President and the Human Resources Administrator shall meet to attempt to resolve the problem. In addition, teachers may be required to attend open houses outside of the regular school day to the extent of one (1) open house per building during a school year.

Teachers are also encouraged to attend other meetings outside of the regular school day, i.e. plays, concerts, presentations and performances which involve students with whom the teacher comes in

contact. Interest and attendance at such meetings helps establish a positive image for the West Bloomfield School District and the teaching staff.

B. Kindergarten teachers and Early Childhood Special Education (ECSE) teachers who teach two (2) different sections (A.M. and P.M.) shall be released from their regular teaching duties one (1) additional day (if needed) at parent/teacher conference time to meet with parents. In addition, if p.m. kindergarten classes are scheduled when other students are dismissed for in-service, meetings, record days, or parent-teacher conferences then kindergarten teachers shall be released from their teaching duties for planning/preparation purposes during the A.M. session.

C. District-wide department meetings (i.e., art, physical education, music, media, special services or other non-classroom teachers) may take place during the regular school day.

D. Fall parent/teacher conferences at the secondary level will be scheduled for one (1) evening at a four (4) hour block of time as agreed on by the building principal and building Association representative. Conferences will start no later than one (1) hour after classes end. A thirty (30) minute break will be scheduled within this block of time. Fall parent/teacher conferences at the elementary level will be scheduled for one (1) evening at a four (4) hour block of time as agreed on by the building principal and building Association representative. Conferences will start no later than one (1) hour after classes end. A thirty (30) minute break will be scheduled within this block of time. The evening parent/teacher conferences will be held online. Teachers may be at home or in a classroom.

   The second (2nd) parent/teacher conference for secondary and elementary will be a half (1/2) day in the afternoon. Student instruction will take place in the morning, followed by a thirty (30) minute lunch before the afternoon conferences. Conference times on the half (1/2) day will end at the regular end time for each school. The afternoon parent/teacher conferences will be held in-person for the first (1st) two (2) hours. The remaining time may be online or in-person at the teacher's discretion. Conference dates will be reflected in the calendar section of this Agreement. Elementary evening conferences will be held on the same date. A building shall not hold Open House on the same day of the week as parent/teacher conferences. Traveling teachers shall attend Open House and parent/teacher conferences in their designated home building.

E. On the secondary level, a daily period will be provided for preparation. An assignment to a supervised study hall shall be considered a teaching period for the purpose of this article. No secondary teacher will be required to teach an additional class during said preparation period on other than a temporary basis.

F. All teachers will teach five (5) of the seven (7) block classes in the West Bloomfield High School block-scheduling program. Each secondary teacher will be provided with a daily planning period of no less than fifty-three (53) minutes. The Administration will balance classes wherever practicable; if needed, the Association and District will meet to attempt to resolve any issues. Vocational classes shall not exceed the number of workstations available per classroom.

   Administration will attempt to maintain life management food classes to four (4) per teaching station and no more than thirty-six (36) students per class. Physical Education, Band, Strings, and Choir teachers are excluded from these student maximums. However, the student count in physical education classes shall not exceed forty (40) when multiple physical education classes are scheduled at the same time in the gym.

Planning time will be adjusted to meet the adjusted daily class meeting time on those days when the student day is reduced. On the days when the following testing is administered (State mandated assessment, Mid-term and Final exams) a teacher may lose a maximum of one (1) prep period during each of the testing windows.

On days when students do not report but teachers do, such as professional development days, no planning time will be issued.

Classes using the pool will be limited to no more than thirty (30) students per teacher.

If the District decides to explore alternative scheduling formats at West Bloomfield High School, a joint committee including representation from the Association and District Administration will be established to review feasible options.

G. The parties recognize that elementary teachers need preparation time; it is agreed that:

1. All elementary teachers, including specialists, and excluding Early Childhood Special Education teachers, shall be provided a minimum:

   Fifty-one (51) continuous minutes preparation time per day. If there are any concerns with creating the staff meeting schedule, the Association President and Human Resources Administrator will meet to discuss the issues. Any time before school, after school, passing time and recess time shall not be considered as preparation time.

   a. Fifty-one (51) minutes preparation time

   b. Up to five (5) minutes passing/transition time

   c. Total time needed – Fifty-six (56) minutes

   Principals will provide elementary teachers with a minimum of thirty (30) days per school year of duty-free time following the afternoon dismissal of students for the purpose of preparation time. Building Leadership Team members and Professional Learning Community facilitators will be on call for afternoon duties if needed. Principals and Association building representatives at each elementary shall meet quarterly to review morning and afternoon duties, logistics, and schedules. Before the start of the 2026-2027 school year, the Administration and Association will review data from afternoon dismissal duties, with the goal of increasing elementary teachers' duty-free time from the 2025-2026 school year.

2. Early Childhood Special Education teachers shall receive a total of three hundred and ten (310) minutes of prep time per week.

3. On the days when State mandated assessment is administered, a teacher may lose a maximum of one (1) prep period during the testing window.

4. On days when students do not report but teachers do, such as professional development days, no planning time will be issued. On early release/late start days planning time will

be adjusted proportionally resulting in the possibility of teachers receiving less than fifty-one (51) minutes and the time will be adjusted proportionately.

5. Elementary teachers shall utilize time during which their classes are receiving instruction from various teaching specialists for instructional preparation.

H. Each teacher shall have not less than a thirty (30) minute (including passing time) duty free uninterrupted lunch period. Travel time for itinerant teachers shall not be considered as part of their preparation or lunch time. Reasonable efforts will be made to give itinerant teachers fifty-three (53) continuous minutes of preparation time, when scheduling does not permit this, no planning time shall be in increments of less than thirty (30) minutes.

I. When a teacher's preparation period must be reassigned for other purposes, the assignments shall be rotated so that all of the staff share these responsibilities equitably.

J. The Board will provide, whenever and wherever practicable, support staff to handle noon lunch, recess, and playground duties for elementary teachers; study hall, noon lunch duties, parking lot supervision, restroom checks, and lounge checks for secondary teachers; and clerical assistance at all levels.

K. The following student-teacher ratios represent desired objectives dependent on the availability of teachers, facilities and funds:

1. Each elementary teacher should be assigned no more than the following:

Kindergarten and First Grade	Twenty-Seven (27) Students
Second and Third Grade	Twenty-Eight (28) Students
Fourth and Fifth Grade	Thirty (30) Students

The Administration will balance classes whenever practicable; if needed, the Association and the District will meet to attempt to resolve any issues. Elementary split classes shall not exceed twenty-six (26) students.

Art, physical education, music, special education classroom teachers and special education teaching consultants and reading and development teachers are excluded from the above ratios. If the class size defined above is exceeded in a classroom or if a split class exceeds twenty-six (26), the involved principal, teacher involved, Association representative, and Board representative shall meet and recommend one (1) of the solutions below to the Administration to resolve the situation.

a. Hire a paraeducator except that class size exceeding the maximum shall not be alleviated by use of a paraeducator in more than one (1) room for each grade level per building unless no other solution is possible due to the size of the building or financial distress.

b. Reschedule students.

c. With teacher and Association consent, the teacher will be paid overload compensation at the rate of Ten Dollars ($10) per student enrolled, per day.

d. Hire additional teachers.

e. Other solutions as determined by Board and Association agreement.

The Administration will consider the situation and make a final decision within eleven (11) school days. The Administration's decision is not subject to the grievance procedure so long as the solution is one (1) of the above.

2. Each secondary teacher should be assigned to no more than a class of thirty-six (36) students. The total number of student contacts per semester should not exceed one hundred eighty (180) students. Administration will balance classes whenever practicable. Keyboarding, computer, music technology, and vocational classes shall not exceed the number of workstations available per classroom. In addition, the Video Production class will maintain a 5:1 student to workstation ratio with a maximum of twenty-eight (28) students. Administration will attempt to maintain life management food classes to four (4) per teaching station and no more than thirty-six (36) students per class. Physical Education, Band, Strings, and Choir teachers are excluded from these student maximums. However, physical education classes shall not exceed forty (40) students when multiple physical education classes are scheduled at the same time in the gym. Classes using the pool and the Weight Room will be limited to no more than thirty (30) students. Classes using the Aerobics Room will be limited to no more than thirty-six (36) students. High School Counselor's caseload will not exceed three hundred fifty (350) students and Middle School Counselor's caseload will not exceed four hundred (400) students.

   If the class size maximum is exceeded, the involved principal, teacher, Association representative, and Board representative shall meet and recommend one (1) of the solutions below to the Administration to resolve the situation. The Administration will consider the situation and make a final decision within eleven (11) school days.

   a. Reschedule students.

   b. Hire a teacher.

   c. With teacher and Association consent, the teacher will be paid Five Dollars ($5) per student enrolled, per section, per day. There will be a maximum of two (2) students.

   d. Other solutions as determined by the Board and the Association.

L. If it is anticipated that a student's IEP may result in unusual program scheduling or necessitate unique arrangements regarding personnel or equipment, the general education teachers who might be impacted by such a placement should be invited to attend the IEP meeting.

M. No teacher shall be required to provide medical/health services except in emergency situations, or unless the teacher has received appropriate training as determined by the Board/Administration. If a teacher believes they should not be trained to provide a particular medical/health service, the teacher

may request a meeting with their supervisor and the Director of Student Support Services to discuss and resolve the issue.

N. General education classroom teachers (all teachers; art, music, physical education, media specialists) who have inclusion students placed in their classrooms shall be provided with appropriate support for these students as defined by the IEP

O. A school social worker who conducts parent training sessions after the regular workday shall be paid at the hourly curriculum rate or may work out a compensatory time arrangement with the school social worker's supervisor before the activity.

P. During the first ten (10) days (per semester) of scheduled class, students may be added and removed from any teacher's class roster. Starting on the eleventh (11th) day of scheduled class (per semester) and continuing until the completion of the fifteenth (15th) day of class, students may be added and removed to a teacher's class roster, provided a reason (in writing) for the transfer is given to the affected teachers. Starting on the sixteenth (16th) day of scheduled classes (per semester) and continuing until the completion of the twentieth (20th) day of class, a student may be added or removed only after a meeting of the teacher, counselor, and principal. The decision to remove or add a student at this meeting will be made by the building principal. The decision and reasoning will be communicated to the teacher and the Association President. After the twentieth (20th) day of scheduled class (per semester), there will be no movement of students without a principal consultation with the Association President. Students new to the building or District, after the start of each semester, students with 504 plans, multilingual learners, and students with an updated IEP are exempt from the above provisions. Exemptions to the above timeline are Count Day lockdowns from the Student Information System, full day professional development days, and when the school schedule is canceled by the Superintendent due to conditions not within the control of school authorities.

Q. To determine the amount of time Special Education Teacher Consultants at the high school will have to service students the following will be used:

When a caseload reaches fourteen (14) students (fifty-five percent [(55%] of the twenty-five [25] students allowed by State law) or one hundred thirty-four (134) minutes (fifty-five percent [55%] of the weekly high school class periods) of service, (whichever comes first) a high school classroom period will be provided to the Teacher Consultant to perform legally mandated and department/building directed services for their assigned caseload.

If, in the future, caseload maximums change and/or planning/conference times change the District will continue to provide the time as specified above at the fifty-five percent (55%) calculation.

Caseload numbers and Special Education Teacher Consultant minutes will be balanced between all high school special education teachers who are assigned Teacher Consultant Caseload services.

ARTICLE V
TEACHING CONDITIONS

A. Teachers shall annually, or when requested, convey to the building principal through administrative channels their requests for supplies and equipment. The principal in each building will establish a procedure for handling such requests and responses.

B. The Board will continue to make available to teachers computers, typing and adequate copying facilities to aid teachers in the preparation of instructional material.

C. The Board shall provide lavatory facilities for non-student use in all schools and at least one (1) room, appropriately furnished, which shall be reserved for use as an employee lounge-lunchroom. By September 10th of each school year all elementary and middle school principals will designate at least three (3) rooms/areas, in addition to the staff lunchroom that will house a microwave and refrigerator for teacher use. In the high school, department offices can house refrigerators and microwaves for teacher use in addition to those housed in the employee lounge/lunchroom. These locations will be reviewed, edited, and approved by the Human Resources Administrator and the Association President or designee within three (3) days of submission to the Human Resources Administrator.

D. All schools shall provide an assigned desk, carrel or other suitable work area for each teacher.

E. Telephones equipped to make outside calls shall be available to teachers for professional use in all buildings. All telephone calls shall be logged on forms provided by the Administration. Teachers shall pay the charges for any personal calls made from school telephones.

F. When a teacher is unable to be in school on any given day, the teacher shall call or log into the designated District substitute management system before 6 A.M. for the high school and the middle school and before 7 A.M. of said day for other schools. Teachers should call or log in as soon as possible to facilitate obtaining a substitute.

G. The Board will post signs at parking lots indicating areas designated for teacher use at the high school.

H. No teacher is expected or required to transport students to or from school-sponsored activities in their private vehicle.

I. The Board shall provide a professional library reference section within each media center in the District.

J. When requested by a principal, a teacher will arrange a conference with a parent either during the teacher's preparation time or immediately before or after school. At no time will a teacher be required to attend a conference at which adversary legal counsel is present without twenty-four (24) hours' notice and without opportunity to retain their own counsel. Classroom visitations by parents or other non-District employees shall be arranged at least twenty-four (24) hours in advance with prior teacher knowledge or the visit will not be permitted.

K. When students are dismissed because of building failures, teachers will be permitted to leave once all students have left the building or the remaining students are placed in a secure supervised setting. Teachers shall not be required to report back until students are required to report.

L. When the school schedule is canceled by the Superintendent because of conditions not within the control of school authorities, teachers are not required to perform duties online or in person. Notification will be by telephone or by announcement on major radio stations. OEC teachers will follow the notification of cancellation for the West Bloomfield School District. For example, if OCC is open and West Bloomfield is closed, OEC teachers do not report.

M. Elementary teachers will be provided with a substitute/coverage for the equivalent of four (4) days per academic school year, two (2) days first (1st) semester and two (2) days second (2nd) semester for the administering of the District prescribed literacy assessment and testing. The principal and Central Office Administration has the discretion to approve requests for up to one (1) additional day annually for the literacy assessment. The coordination of this time will be done in conjunction with the building administration and/or assistance from the Learning Services Department.

N. A committee of three (3) District representatives, including one (1) building administrator, the Human Resources Administrator and one (1) Student Support Services administrator, and three (3) Association representatives, including one (1) elementary representative, one (1) secondary representative, and the Association President, will meet two (2) times annually, including once before September 30 of each year, to discuss supports for ancillary staff. Additional meetings of the committee will be scheduled to discuss an unfilled vacancy or may be requested at any time.

ARTICLE VI
TEACHER ASSIGNMENTS AND TRANSFERS AND PROMOTIONS

A. The District's goal is to hire the most qualified person for all openings in accordance with Board policies. The District and Association share the goal to staff positions with the most effective and qualified teachers.

Individual teachers may express in writing their preference for:

1. Grade level
2. Subject
3. Department assignment
4. Building assignment
5. Extra-curricular assignment
6. Administrative assignment

Written requests for such preferences shall be filed with the Human Resources Administrator annually by March 1 and shall be kept on file for one (1) school year. Receipt of preference requests will be acknowledged in writing when the teacher seeks a receipt. To remain active, preference requests

which were not satisfied must be refiled by March 1 each year. A teacher whose request was not satisfied may request an explanation which shall be provided.

B. The Board maintains the discretion to determine when a vacancy exists and when a posting is made. The Association will be notified in writing in a timely manner when a vacant position will not be filled by the District or is under review. Regular updates about a position that is under review will be provided in writing to the Association until a decision is made about filling the vacancy.

   Vacant positions will be posted for a minimum of five (5) business days, which may be waived in an emergency.

C. Any teacher may apply for vacancies within the District. The following procedures will be used to fill a vacant position.

   1. A laid-off teacher who meets certification/licensure and qualification requirements will first (1st) fill the position.

   2. All internal teacher applicants who meet the certification and qualification requirements for the vacant position, as determined by the interviewing administrator, will be offered an interview.

   3. The District will give due weight to the professional background and attainments of all applicants, as well as to other relevant factors, including, but not limited to:

      a. Certification or licensure

      b. Experience

      c. Length of time in a position or grade level

      d. Relevant special training

      e. Disciplinary record

      f. Attendance record

      The District will fill a vacancy with an applicant, including one (1) from within the bargaining unit, who in the District's judgment is best qualified to fill the vacancy. If two (2) applicants have equal qualifications, the District's decision shall be final and not subject to the grievance procedure.

   4. During the school year, if a demonstration lesson is included as part of the interview process, the administrator may observe the teacher in their own classroom. During times when school is not in session, the teacher may be invited by the interviewing administrator to teach a demonstration lesson.

   5. The District will notify each internal applicant of the assignment decision for the vacant position. An internal applicant who was not selected for the position may request an explanation which shall be provided.

D. The District will make every effort to notify teachers of their tentative schedules and building assignments for the upcoming year by June 1.

E. Since students are entitled to be taught by teachers who are working within their major area of competence, teachers shall be assigned within the scope of their teaching certificate.

F. Assignment of teachers to non-teaching duties shall be on an equitable basis for the entire staff.

G. No regularly assigned teacher shall be used as a substitute teacher except in an emergency. A substitute's failure to arrive on schedule, or the inability to secure a qualified substitute, is considered an emergency.

H. A transfer in assignment is defined as a voluntary or involuntary change in building, grade level or job title. The Board may make all transfers as it deems necessary, provided:

1. Written notice of intent to transfer is provided to the affected teacher(s);

2. Written reason(s) for the transfer will be provided if requested by the affected teacher(s);

3. The affected teacher(s) will have an opportunity to meet with the Superintendent or designee to discuss the transfer.

Steps one (1) through three (3) shall be implemented before final action is effective. Transfer decisions are final and not subject to the grievance procedure if Steps One (1) through Three (3) are followed. All notices required by this paragraph shall be provided as soon as practicable.

When practicable, a minimum of thirty (30) calendar days notice will be given to a teacher of the intent to transfer the teacher to a new position, unless the teacher and Human Resources Administrator agree on an earlier transfer date. The teacher and Association will be notified in writing.

The District acknowledges that it is desirable to avoid involuntary transfers whenever practicable.

I. Any assignment in addition to the normal teaching schedule and duties during the regular school year, such as extra duties enumerated in Schedule B and C and summer school assignments, shall not be obligatory but shall be with the consent of the teacher.

J. Teachers who are interested in student teacher assignments will be given the opportunity to make their wishes known on appropriate forms supplied by the Administration. Assignment of student teachers shall be made to qualified tenure teachers except that assignments may be made to experienced, qualified, non-tenure teachers with the agreement of the Association. The Administration shall initiate the request for such agreement before the assignment of the student teacher. The supervising teacher is not responsible for the teaching effectiveness of the student teacher.

A per semester One-Hundred-Fifty-Dollar ($150) stipend or a Three-Hundred-Dollar ($300) classroom supply stipend will be paid to the supervising teacher who agrees to have a student teacher. This stipend only applies to an assignment of a student teacher who is actively teaching for a college semester of time in the supervising teacher's classroom. This stipend does not apply to college

students who observe a teacher for field placement credit. The teacher will notify their supervisor if they want the One-Hundred-Fifty-Dollar ($150) stipend payout or the Three-Hundred-Dollar ($300) classroom supply allotment. The payout will be made at the end of the college semester of the student teacher. If at any time, the student teacher is removed from their assignment, the supervising teacher will still receive the full stipend.

Student teachers will be allowed only under the following conditions:

1. No student teacher shall be placed with any teacher without the teacher's consent. No teacher shall supervise more than one (1) student teacher during one (1) class period.

2. If at all possible, the supervising teacher, along with the supervising principal, shall have the opportunity to interview the prospective student teacher before the acceptance of the student teacher.

3. If the student teaching assignment appears to be unsatisfactory, the supervising teacher may request a meeting with the supervising principal and the college coordinator of student teaching to discuss the situation. If the problem cannot be resolved, the teacher may terminate their responsibility with the student teacher.

4. The ability to supervise a student teacher and the effectiveness of the student teacher shall in no way be reflected on the teacher's evaluation.

5. Any remuneration received by the District from a college or university for its participation in a student teaching program will be allotted to the supervising teacher.

K. The Board will maintain a Mentoring Program. The purpose of the Mentoring Program is to provide teachers with a peer who can offer assistance, guidance, resources and information in a non-threatening, collegial fashion. The following conditions shall apply to the Mentoring Program:

1. Each teacher in their first (1st) three (3) years in the classroom shall be provided with a building mentor.

2. Before September 15 or within two (2) weeks of the hire date each year a list, by building, of all teachers requiring a building mentor and the mentoring year for each will be developed.

3. Each year each building will develop the mentoring plan for the building which could be one-on-one, two- or three-to-one, a panel of building mentors, a combination of any of these or any other plan agreed to by the parties.

4. Building mentors shall be volunteers from the bargaining unit. Exceptions may be made, but only if agreed to by the parties.

5. Although building mentor teachers would normally be tenured staff, qualified non-tenure volunteers may also serve in the building mentoring role.

6. Building mentoring assignments shall be made each year.

7. Building mentor teachers shall be provided with training in the mentoring process by the mentor coordinator with support of the building administration.

8. The purpose of the mentoring program is to provide a peer who can offer assistance, guidance, resources and information in a non-threatening collegial fashion, it is understood that this mentor-mentee relationship shall be confidential.

9. Building mentor teachers shall be provided with a stipend of Five Hundred Dollars ($500) per mentee.

L. All teachers in their first (1st) three (3) years in the classroom will be provided with a building mentor as described above. In addition, one (1) lead mentor will be identified at each level (high school, middle school and elementary school) by the Association. Each lead mentor will be a member of a building staff at their level. The lead mentors will receive a co-curricular stipend.

The mentoring program will provide:

1. Observation of experienced teachers by mentees and mentors.

2. Review and preparation for parent/teacher conferences, administrator evaluation and other major events in the new teacher's professional life.

3. Observation of mentee by mentor feedback (to be arranged as needed).

4. Support and help in lesson planning, establishing grading procedures, classroom management, time management, etc.

5. Resources for mentee.

6. Support and help to both building mentors and all mentees.

M. A Mentor Program Coordinator will be selected through the process outlined in the Mentoring Program Handbook, which is developed by a joint committee consisting of three (3) members appointed by the Association and three (3) members appointed by the Administration. The roles and responsibilities of the Mentor Coordinator will be defined in the handbook. The Mentor Program Coordinator will be provided three (3) hours of release time in their teaching schedule to attend to mentoring program responsibilities. The Mentor Program Coordinator will also receive a co-curricular stipend.

N. The District will allocate forty (40) hours per school year, at curriculum rate, for special education mentoring support to be paid to special education teachers for mentoring other special education teachers on an as needed basis as approved by the Director of Student Support Services.

O. All teachers who travel between buildings will be given sufficient time to travel and set-up classrooms between buildings. The District will schedule specials full time whenever possible to lower the number of traveling teachers. Each traveling teacher will be assigned a home building.

P. A laid-off teacher will receive priority consideration for building and long-term substitute opportunities within the District, but only if the laid-off teacher:

1. Submits to the Office of Human Resources a written request for such placement; and

2. Meets the District's substitute requirements, including but not limited to satisfaction of any third-party employer requirements.

ARTICLE VII
SENIORITY, LAYOFF AND RECALL

A. A seniority list shall be provided to the Association no later than February 1.

B. SENIORITY. Seniority is determined by length of employment in the bargaining unit and begins the first (1st) day of work in the unit. Seniority accrues while on leave except during the second (2nd) year of a personal, professional, or childcare leave. Less than full-time teachers accrue seniority on the same basis as full-time teachers. Seniority does not accrue while on layoff. Seniority rights are severed by resignation, retirement, or discharge. If more than one (1) individual employee has the same seniority date, the seniority list position is determined by random drawing observed by the Association.

C. LAYOFF. Teacher reduction decisions are based on the following procedures:

1. Teacher reduction decisions are made by Board action.

2. Once the District establishes the number and nature of teaching assignments to implement the approved curriculum, the Superintendent will determine whether a reduction in teaching staff is necessary due to program, curricular, or other operational considerations and will identify those teaching positions subject to reduction.

3. The Superintendent or designee will inform the Association President of any contemplated teacher layoff at least ten (10) calendar days before issuing a layoff notice.

4. Teacher reduction and recall decisions are based on teacher certification and qualification and the Layoff and Recall flowchart created by the District Teacher Evaluation Committee, as revised on August 21, 2024. Only a written warning or greater (see Article II, Section D) will be considered as discipline for layoff decisions.

5. The Superintendent or designee will provide written notice to each affected teacher of the Board’s teacher reduction decision via registered letter and email at least thirty (30) calendar days before the layoff’s effective date.

6. Health insurance benefits will continue until the end of the month following the month of the layoff’s effective date. Upon expiration of eligibility for health insurance benefits, the laid-off teacher may elect to continue health insurance in accordance with the Consolidated Omnibus Budget Reconciliation Act (COBRA) or by direct pay to the carrier, subject only to the carrier’s rules.

D. RECALL. Recall of laid-off teachers is based on the following procedures:

1. A laid-off teacher is eligible for recall for two (2) years from their effective layoff date.

2. Laid-off teachers who are certified and qualified will have the first opportunity to fill a vacant position.

3. If more than one (1) laid-off teacher is certified and qualified for recall to a vacancy, the Layoff and Recall Flowchart created by the District Teacher Evaluation Committee, revised on August 21, 2024, shall be used to determine assignment to the position using the same order as layoff. Only a written warning or greater (see Article II, Section D) will be considered as discipline for recall decisions.

4. A teacher's recall eligibility terminates if the teacher resigns, retires, or is terminated from District employment as well as if the teacher fails to respond to a recall notice within seven (7) calendar days of receipt of such notice, which shall be sent by registered letter and email, fails to report to the assignment the teacher is recalled to, or is not recalled within two (2) years.

ARTICLE VIII
LEAVES OF ABSENCE

A. Sick Leave Days and Personal Days

At the beginning of each school year, teachers shall be credited with leave days as follows:

First (1st) year of employment:	Eleven (11) days
Second (2nd) year of employment:	Twelve (12) days
Third (3rd) year of employment and thereafter:	Fourteen (14) days

Up to four (4) sick leave days per year may be used as personal days for any reason.

All unused sick leave days will be carried over to the following school year in the teacher's individual sick leave day accumulation. Teachers are encouraged to maintain a minimum of twenty-five (25) sick leave days in their individual sick leave day accumulation.

All credited sick leave days issued at the beginning of the school year must be used before the start of, or the continuation of, the Association sick leave bank.

The following described compensation days are provided for eligible teachers to protect them from loss of income when they are unable to be present at work due to the conditions described herein.

The following provisions apply to sick leave days and personal days:

1. In the event of personal illness or temporary disability of the teacher, as well as for the serious health condition of an immediate family member or to make medical or nursing care arrangements for an immediate family member, these terms are in effect:

    a. An immediate family member is defined as the spouse, child, parent, sibling, parent-in-law, other member of the same household, or other person in other

close relationships if approved in writing by the building principal and the superintendent or designee.

b. For absences of five (5) consecutive school days or longer, the teacher's building principal or the Human Resources Administrator may request the teacher provide a physician's written statement that (1) the teacher has an illness or temporary disability, or (2) the teacher's immediate family member has a serious health condition. The teacher shall provide the requested statement within fifteen (15) calendar days of the request unless the Human Resources Administrator extends this deadline in writing.

c. Depending on the nature of the teacher's personal illness or temporary disability causing an absence of five (5) consecutive school days or longer, the teacher's building principal or the Human Resources Administrator may request the teacher provide a written statement from a physician stating whether the teacher is able to return to work, with or without accommodation. The teacher shall provide the requested statement within fifteen (15) calendar days of the request unless the Human Resources Administrator extends this deadline in writing.

d. In compliance with the Earned Sick Time Act (ESTA), all covered employees shall be entitled to use earned sick leave for qualifying ESTA reasons. ESTA leave shall run concurrently with paid sick leave provided under this Agreement and shall not be in addition to the paid leave already offered.

2. When, in the determination of the principal, a teacher may be abusing this paid leave program, a meeting with the teacher shall be held to discuss the employee's responsibility within the paid leave program under this Agreement. An Association building representative will be informed and invited to attend the meeting. Precautionary steps may be outlined at this conference to alleviate any future reason(s) to believe there may be abuse. Such steps may include warning the person, requiring a physician's statement for future illnesses or loss of pay for day(s) missed, or other disciplinary action.

3. The Association's sick leave bank will be administered by the Association. Sick leave days in the bank shall not exceed the total accumulated unused sick leave days of teachers. The Association shall advise the Board in writing of loans to be made and against whom such loans are to be charged. Loans will be available to teachers who have exhausted their sick leave days and who, because of personal illness, are unable to return to school. The following limits apply to use of the Sick Leave Bank:

   a. A maximum of one hundred twenty (120) days may be used within the first five (5) years of employment in a bargaining unit position;

   b. Beginning in year six (6) of employment in a bargaining unit position, a maximum of one hundred twenty (120) days may be used in any three (3) year period;

   c. A lifetime maximum of three hundred sixty (360) days may be used by any individual teacher over the course of their employment with the District. Appeals to increase the lifetime cap must be made to a committee of the Human

Resources Administrator, the Association President, and the Association Sick Bank Chair, all of whom must reach consensus in order to approve any increase.

If a teacher is declared disabled by their physician and is in the waiting period to apply for disability, the District shall allow sufficient days to be used from the bank after the employee has used all their own sick leave days in order to reach the time of going onto disability without loss of pay. Decisions of the Association sick bank are non-grievable. The Association shall hold the Board harmless against any actions pursuant to this section.

Each application for sick leave bank usage shall be reviewed jointly by the Human Resources Administrator, the Association President, and the Association Sick Bank Chair. The review team shall strive to reach consensus on each application. If consensus cannot be reached, the application will be evaluated using procedures consistent with the Family and Medical Leave Act (FMLA) for obtaining a second (2nd) and third (3rd) medical opinion to determine eligibility for continued leave.

The District may require a teacher who is requesting use of the sick leave bank to obtain a second (2nd) medical opinion, at the District's expense, to confirm the teacher's eligibility for sick leave bank benefits.

4. Employees who have perfect attendance during the school year shall receive the attendance incentive pay on the final pay in June. Perfect attendance is calculated based on the use of sick leave days, personal days, and days without pay. For the purpose of this section, all partial absences are cumulative.

   Attendance incentive pay for teachers who have been in the District for three (3) years or more shall be:

   - Zero (0) absences, the teacher may be paid for up to five (5) days at per diem rate.
   - One (1) absence, the teacher may be paid for up to four (4) days at per diem rate.
   - Two (2) absences, the teacher may be paid for up to three (3) days at per diem rate.
   - Three (3) absences, the teacher may be paid for up to two (2) days at per diem rate.
   - Four (4) absences, the teacher may be paid for up to one (1) day at per diem rate.

   Attendance incentive pay for teachers who have been in the District for less than three (3) years:

   - Zero (0) absences, the teacher shall receive Five Hundred Dollars ($500).

- One (1) absence, the teacher shall receive Four Hundred Dollars ($400).
- Two (2) absences, the teacher shall receive Three Hundred Dollars ($300).
- Three (3) absences, the teacher shall receive Two Hundred Dollars ($200).
- Four (4) absences, the teacher shall receive One Hundred Dollars ($100).

If the total number of teacher absences—including sick leave days, personal business days, and days absent without pay—during the 2025–2026 school year is fewer than two thousand four hundred ninety (2,490) days, each teacher who uses six (6) or fewer sick leave days during that year will receive a bonus of Three Hundred Fifty Dollars ($350). For the 2026–2027 school year, a bonus of Three Hundred Fifty Dollars ($350) will again be awarded to each teacher who uses six (6) or fewer total days provided that the absence goal of fewer than two thousand four hundred ninety (2,490) days was met in 2025–2026 and there is a five percent (5%) or greater reduction in total teacher absences (sick leave, personal business, and days absent without pay) in 2026–2027 compared to the 2025–2026 total.

5. Funeral Leave - In addition to the above sick leave days, a teacher shall be allowed up to five (5) days per incident for the purpose of attending to a death in the immediate family. For the purpose of this section, immediate family shall be defined as parent, spouse, sibling, child, parent-in-law, grandparent, and grandparent-in-law, or person living in the same household. Funeral leave for others may be taken, subject to approval, but the days will be deducted from the teacher's leave bank. Employees must state the name and relationship of the person whose funeral the employee wishes to attend. This relationship must be of such a nature to warrant the employee's attendance. A teacher may appeal to the Superintendent or designee to have an individual not included in the above definition considered as immediate family for funeral leave.

6. Whenever possible personal days must be requested in advance. There are no restrictions on reasons for use of personal days.

7. A personal day cannot be used on a school day immediately before or after open house, parent/teacher conferences, or the beginning or end of the school year without prior approval from both the supervisor and the Office of Human Resources, except for illness or unforeseen circumstances. A maximum of ten (10) requests to extend each holiday break or vacation will be approved District-wide. An individual teacher may not extend a holiday break or vacation by more than two (2) days. Additional requests to extend a holiday break or vacation beyond ten (10) may be granted by the Superintendent or designee.

8. Jury Duty - Teachers who are summoned for jury duty examination and investigation must notify the Office of Human Resources within twenty-four (24) hours of receipt of such notice. If the teacher then reports for jury duty, the teacher shall be paid at their

regular rate, and the daily jury fee paid by the Court (not including travel allowance or reimbursement of expenses) shall be signed over to the District. Such time spent on jury duty shall not be charged against the teacher's sick leave days.

The teacher must furnish the Business Office, within forty-eight (48) hours of returning to work, a written statement from the appropriate public official listing amounts of pay the teacher received and the days on jury duty. Any teacher found abusing this privilege shall not be entitled to the pay differential.

9. Parental Leave - Teachers will be allowed up to six (6) weeks of sick leave days (using the teacher's accumulated leave) for absence for parental leave including adoption. The leave will be completed within one (1) year of the child's birth or adoption.

B. Without Pay

1. Peace Corps, Job Corps - Leave of absence, without pay, may be granted any teacher who joins the Peace Corps, or Job Corps as a full-time participant in such a program for a period of up to two (2) years. Experience and salary credit will be granted for the leave provided the Michigan School Employees Retirement Fund Board accepts the experience as teaching credit. Accumulated sick leave days at the time of leaving will be maintained.

2. Personal, Educational, or Professional Leave - Leave of absence, without pay or fringe benefits, for good cause shown, may be granted teachers for a period of up to one (1) year subject to a one (1) year extension, upon request of the teacher at least thirty (30) days before the anticipated leave except in an emergency situation or for good cause and upon approval of the Board. A request for an extension shall be made at least sixty (60) days before the termination of the leave. Neither experience nor salary credit will be granted for the leave, but accumulated sick leave days at the time of leaving will be maintained. Seniority will continue to accrue for layoff purposes for the first (1st) year of such leave. The teacher is only eligible to return to a vacant position following their second (2nd) year of leave.

3. Workers' Compensation Leave - A teacher who is absent because of a work-related illness or injury disability that is compensable under the Workers' Compensation Act will be paid as follows:

    a. If the absence is for eight (8) calendar days or less, the Board shall pay the employee their regular wages, not chargeable to the employee's accumulated sick leave bank.

    b. If the absence is for eight (8) calendar days or more and the teacher is eligible to receive Workers' Compensation payments, the Board shall pay the difference between the amount paid or payable by the Workers' Compensation carrier and the teacher's regular wages, chargeable to the teacher's accumulated sick leave days pro rata. The combined payments received by the teacher shall not exceed the teacher's regular wages or the accumulated sick leave days including loans, if any, from the Association sick leave bank. If the teacher exhausts their sick leave days but is continuing to receive payment from the Workers' Compensation carrier, the teacher's insurance shall be held intact. When the teacher returns to

work, the teacher's accumulated leave and the paid bank leave, if any, shall be restored to a level equal to that at the onset of the approved Workers' Compensation claim.

c. All absences must be verified by a doctor's statement before any payments will commence. The doctor's statement must specify the diagnosis, treatment recommended, and the length of time the employee will be absent.

d. If any teacher has been released by the doctor to return to work and a follow-up visit is necessary, a doctor's statement must be submitted specifying the date of the visit. The Board shall pay for the absence (since this is not compensable by the Workers' Compensation carrier), not chargeable to the employee's accumulated sick leave days.

e. If the Workers' Compensation carrier disputes the claim filed by the teacher, the teacher shall retain the right to file an appeal while using the teacher's sick leave days and the Association sick bank. A teacher not eligible for leave under these provisions will be considered on unpaid leave until the teacher is eligible for long-term disability insurance coverage. In such cases the teacher will be responsible for payment of their own insurance benefits as provided for under COBRA. If the teacher is not eligible for long-term disability insurance coverage, the teacher should return to work or remain on unpaid leave, subject to annual approval.

4. Uniformed Services Leave - A uniformed service leave of absence shall be granted to any teacher who is inducted or enlists for duty in any uniformed services of the United States. Upon return from such leave, a teacher shall be placed at the same position on the salary schedule as the teacher would have been had the teacher taught in the District during such period. The leave period shall not exceed the period of one (1) enlistment if the teacher enlists or the period covered by the original induction orders if the teacher is drafted.

5. Association Office Leave - A leave of absence of up to two (2) years shall be granted to any teacher upon application for the purpose of serving as an officer of the Association. A leave of absence of one (1) year may be granted to any teacher upon application for the purpose of serving on the Association staff. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as when the teacher left. Teachers on this leave will receive no benefits except they will be allowed to retain sick leave days already accumulated. This leave will be limited to not more than one percent (1%) of the bargaining unit.

6. Public Office Leave - A leave of absence of up to two (2) years shall be granted to any teacher upon application for the purpose of campaigning for, or serving in, a public office. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as when the teacher left. Teachers on this leave will receive no benefits except they will be allowed to retain sick leave days already accumulated. This leave will be limited to not more than one percent (1%) of the bargaining unit. This leave will be for a minimum of one (1) semester and must commence at the beginning of a semester.

7. Family and Medical Leave - After a full year (at least 1,250 hours) of employment, teachers are eligible to request an unpaid leave of up to twelve (12) weeks for the birth of a child, adoption of a child, foster care of a child, care of a child eighteen (18) years or younger, care for a spouse, child or parent if such relative has a serious health condition, or for their own serious illness. To be eligible for the leave, the employee must have been actively employed for one (1) full year before the commencement of the leave. The Board may require that the employee exhaust all sick leave days as part of the mandated twelve (12) week leave period.

   Application for leave under this provision shall be made by completing the District-provided application form at least thirty (30) days before the commencement of the leave. If it is not possible to complete the application form in advance of the leave, the form must be completed and signed within ten (10) days of the start of the leave. The form shall state (1) the reason for the leave; (2) relationship to the individual; (3) expected beginning and ending dates; (4) physician's verification; (5) agreement to reimburse the costs of medical premiums should the employee sever employment, subject to the exceptions as outlined in the Family and Medical Leave Act Rules and Regulations.

   The Board may request medical verification or other information verifying the need for the leave. The commencement and duration of the leave may be dependent on the special leave rules set forth for academic institutions in the Family and Medical Leave Act as determined by the employer. Seniority shall continue to accrue during the leave. Health benefits will be continued during the leave under the same conditions and at the same level as if the teacher were at work. If the teacher returns to work immediately after the twelve (12) weeks of leave, the teacher shall return to the same position or a position equivalent to the position held before the leave. If the leave continues for longer than twelve (12) weeks, the teacher will return under the conditions stated in Section C of this Article.

8. Childcare Leave – Leave of absence, without pay or fringe benefits, shall be granted to a teacher for the purpose of childcare. Such leave will be requested and shall be granted annually up to a maximum of two (2) school years per child. Seniority will accrue for the first (1st) year of the childcare leave only, and the teacher will be re-employed consistent with their certification or licensure. The teacher is eligible to return only to a vacant position after their second (2nd) year of leave. If the teacher wishes to return and there is no vacant position for which the teacher is certified, the teacher shall be considered laid off. While on the second (2nd) year of leave, the teacher will attend District training or in-service programs at the direction of the building principal with no reimbursement for time required. There is a maximum of two (2) consecutive unpaid childcare leaves per teacher.

C. Return from Leave

Whenever practical, leaves of absence shall be made to coincide with the school year.

All teachers will be given written notice from the District requesting the status on their return by February 1. Teachers on an unpaid leave of absence must notify the Office of Human Resources, in writing, of the status of their return to work by March 1.

In the event of an agreed upon mid-year return, the returning teacher shall be re-employed in a position for which the teacher is certified or licensed. When no vacancy exists, the teacher will be offered a regular teaching contract for temporary assignments for the balance of the school year..

Failure of a probationary teacher on leave to file a written request to return to work within the specified time limits shall be deemed evidence of voluntary resignation by the teacher and all employment obligation of the Board shall expire at the end of the leave. If a tenure teacher does not submit an extension request, or if an extension is requested but not given, the tenured teacher will be re-employed to a position consistent with the teacher's certification or licensure. The teacher is only eligible to return to a vacant position following their second year of leave.

D. Sick leave days will not be prorated for approved mid-year leaves. However, if an employee requests and is granted a leave during the school year and has used up all their leave days before going on leave, a dollar amount equal to a proration of the time on sick leave days will be deducted from the final check before going on leave and will be held in escrow by the School District until the employee returns from that leave. If the employee resigns or terminates employment before returning from the leave, the monies held in escrow will remain the property of the West Bloomfield School District. If the employee returns from leave, that money will be paid to the employee. (Any sick leave days used in excess of the prorated number not "earned" through the actual days on the job would be held in escrow.)

E. Sick leave days shall be prorated for:

1. Termination of employment during the school year;

2. Teachers who have less than full-time positions;

3. Teachers who begin employment after the beginning of the school year.

However, if a teacher dies during a school year (and hence, ceases employment), sick leave days would not be prorated.

ARTICLE IX
COMPENSATION

A. The salary of teachers for the school year is established in Schedule A.

B. The compensation for athletic assignments is established in Schedule B. 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 established in Schedule C. 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. The District will process stipends received from external funding sources through payroll.

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. Under 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 their consent, when practicable. Teachers who consent, or who are assigned in an emergency, to substitute during their preparation period shall be paid Thirty Five Dollars ($35) 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 (1) hour increments per IEP Team meeting at Thirty-Five Dollars ($35) per hour, according to Article IX, Section D, for each IEP Team 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 Team meetings and payment will be made in one (1) lump sum at the end of the school year.

F. Traveling teachers required in the course of their work to drive personal vehicles from one building to another or on other approved school business shall receive a vehicle 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. During the 2025-2026 school year, regular salary payments will be issued bi-weekly via direct deposit in accordance with the payroll schedule and the direct deposit guidelines. Teachers hired for the 2023-2024 school year and all school years after will be on twenty-six (26) pays. Teachers hired for the 2022-2023 school year and before can choose from one (1) of two (2) pay plans:

Twenty-two (22) optional pay plan (paid only through the school year)
Twenty-six (26) regular pay plan (paid through the school year and summer)

Teachers must sign a form to choose the optional pay plan, and it carries over from year to year unless the teacher initiates a change, no later than August 1, to the twenty-two (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 (1st) payment, twenty-second (22nd) payment and twenty-sixth (26th) payment of the school year will be issued on the following dates:

2025-2026	First (1st) Payment	August 29, 2025
	Twenty-second (22nd) Payment	June 19, 2026
	Twenty-sixth (26th) Payment	August 14, 2026

Beginning July 1, 2026, regular salary payments will be issued twice monthly via direct deposit in accordance with the payroll schedule and the direct deposit guidelines. All teachers will be on the twenty four (24) pay plan.

H. Curriculum consultants will be scheduled to work two hundred twenty (220) days per year and will be paid their per diem rate for additional days worked beyond the regular returning teacher calendar. The additional days will be scheduled and approved by the Assistant Superintendent of Learning Services. An annual calendar of approved workdays will be submitted to the Office of Human Resources by July 1. Due to the nature of their work, curriculum consultants may work an extended

day, or have flexible start and end times to accommodate the difference in school start and end times or events scheduled outside the contractual workday and hours.

I. A teacher who is employed for summer school or for curriculum development, shall be compensated at the rate of Thirty-Five Dollars ($35). 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 when necessary, for one (1) 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.

J. At the elementary level there will be up to one (1) teacher, per lunch period, that will cover ten (10) minutes per day of recess time paid at their per diem rate. Principals shall meet with the teacher(s) to determine the structure of this duty.

All sums payable under this Article shall be paid at the end of each semester.

K. Any teacher who is promoted to a supervisory or executive position with the District and later returns to teacher status is entitled to a place on the teacher salary schedule according to their total service credit (as determined by Schedule A).

L. 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 the teacher would earn as a full-time teacher.

M. 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 (1st) 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. 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.

   To be placed on a new track for a half (½) 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. To qualify for a higher track:

a. All hours must be in the area of the teacher's teaching major or minor teaching 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 of eligibility as 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 before 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. All collegiate work qualifying a teacher for elevation to a new track must be completed before the semester in which the new track becomes effective.

e. Any exceptions must have the written approval of the Superintendent.

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

O. If a secondary teacher is asked to teach an additional class on a permanent basis during the teacher's planning period, or at any other time and the teacher agrees and teaches an additional class, the teacher shall be paid the equivalent of that time period as it relates to the schedule (i.e., teaching schedule 5 [five] of 7 [seven] classes taught is one-fifth [1/5th], five [5] of six [6] class taught is one-fifth [1/5th], six [6] of seven [7] classes taught is one-sixth [1/6th] of the teacher's regular salary as compensation, or, if for a period less than the normal school day, the pro rata amount). 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, the teacher will be paid based on the attached Schedule C payment.

P. Upon separation from the District, a teacher shall be compensated for unused sick day leave as follows:

1. A per diem rate of Fifty-Five Dollars ($55) per day will be paid for up to one hundred eighty (180) accumulated sick leave days.

2. For any unused sick leave days beyond one hundred eighty (180), up to a maximum of two hundred (200) total days, the teacher will be paid at a rate of Seventy-Five Dollars ($75) per day.

The teacher may elect to have payment for their unused sick leave time deposited by the District into one of the District's approved tax deferred annuities and custodial accounts (403[b], Roth 403[b], and 457[b] Plans) and/or the HSA option if available. The teacher shall select the plan. Any accumulated days beyond the two hundred (200) day maximum will be donated to the Association Sick Bank.

Q. Teachers retiring from service with the West Bloomfield School District shall receive a retirement benefit of Seventy-Five Dollars ($75) 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 ninety (90) calendar days before the proposed retirement date. Teachers who file their

irrevocable resignation for the purpose of retirement at least one hundred eighty (180) calendar days in advance of the proposed retirement date will receive a retirement benefit of One Hundred Fifty Dollars ($150) per year of service in the West Bloomfield School District. Teachers retiring effective at the end of the school year will receive an additional Five Hundred Dollars ($500). If a teacher returns to employment with the District 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 District's approved tax deferred annuities and custodial accounts (403[b], Roth 403[b], and 457[b] Plans) and/or the HSA option if available. The employee shall select the plan.

R. 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. If a teacher receives an excess amount, the teacher's salary for the school year in which the teacher is recalled to employment shall be calculated by subtracting the amount of the excess payment from the amount otherwise due under this Agreement.

S. 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). Each year thereafter, the teacher will be paid One Thousand Dollars ($1,000) in addition to their salary for maintaining this certification.

T. All Vocational Education (VocEd)/Career and Technical Education (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.

U. The secondary counseling departments shall have an extended school year with the intent of working student orientation and student scheduling as follows:

    1. High school and OEC counselors (or appointed designee) may have up to eight (8) additional days outside the normal school calendar.

    2. Middle school counselors may have up to four (4) 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 their per diem rate for these days.

V. 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 before the scheduled work time. Time will be compensated at the curriculum rate.

W. Any teacher's child(ren) will not be required to "pay-to-participate" for sports in the District unless it is a self-funded sport.

X. Staff will receive a Twenty-Five Percent (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.

Y. Staff and one (1) guest will receive free entry to all home athletic events (excludes playoffs) and all fine arts events.

Z. Staff will receive one (1) Twenty-Five Percent (25%) discount at Laker Landing per year.

AA. Staff will receive a Fifty-Dollar ($50) discount on a high school yearbook and a Fifty-Percent (50%) discount on a middle school and elementary school yearbook.

BB. Parking passes at the high school will cost Five Dollars ($5) for an employee's student.

CC. 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 X
TEACHER BENEFIT INSURANCE

A. The Board shall provide one (1) of the following plans to each teacher. Members choosing a Choices option will contribute to healthcare premiums as required by law. The District will pre-fund members choosing the MESSA ABC plans, One Thousand Dollars ($1,000) for single and Two Thousand Dollars ($2,000) for two (2) person and full family on a yearly basis. The District currently pays the public employer contribution limit for a medical benefit plan (hard cap), the cost of which can be found in the District online employee benefits program. The employee premium costs are adjusted based on the hard cap change in January of each year.

Both parties recognize the District has the ability to change from the hard cap to 80/20 and vice versa. In consideration of the staff and their financial planning, the District will give notice to the Association of any changes in a timely manner and agrees not to make this change more than once per benefit year.

MESSA OPTION 1

Choices	$1,000/$2,000 Deductible $20 Office Visit Rider 5 Tier Rx Plan
Long-Term Disability	66-2/3% Maximum benefit $4,500 Maximum monthly salary $6,750 120 calendar day straight wait Alcohol/Drug - 2 years Mental/Nervous - 2 years
Delta Dental	80/80/80/60 or 50/50/50/50: $1,500 Yearly Maximum on Class I, II, III

	$2,000 Lifetime Maximum on Class IV
Negotiated Life	$50,000 with Accidental Death and Dismemberment
Vision	VSP 2

MESSA OPTION 2

Choices	$1,000/$2,000 Deductible 20% coinsurance 5 Tier Rx Plan
Long-Term Disability	66-2/3% Maximum benefit $4,500 Maximum monthly salary $6,750 120 calendar day straight wait Alcohol/Drug - 2 years Mental/Nervous - 2 years
Delta Dental	80/80/80/60 or 50/50/50/50: $1,500 Yearly Maximum on Class I, II, III $2,000 Lifetime Maximum on Class IV
Negotiated Life	$50,000 with Accidental Death and Dismemberment
Vision	VSP 2

MESSA OPTION 3

ABC Plan 2	$2,000/$4,000 Deductible 5 Tier Rx Plan
Long-Term Disability	66-2/3% Maximum benefit $4,500 Maximum monthly salary $6,750 120 calendar day straight wait Alcohol/Drug - 2 years Mental/Nervous - 2 years
Delta Dental	80/80/80/60 or 50/50/50/50: $1,500 Yearly Maximum on Class I, II, III $2,000 Lifetime Maximum on Class IV
Negotiated Life	$50,000 with Accidental Death and Dismemberment
Vision	VSP 2

MESSA OPTION 4

Essentials	$375/$750 Deductible 20% Coinsurance 5 Tier Rx Plan
Long-Term Disability	66-2/3% Maximum benefit $4,500 Maximum monthly salary $6,750 120 calendar day straight wait Alcohol/Drug - 2 years Mental/Nervous - 2 years
Delta Dental	80/80/80/60 or 50/50/50/50: $1,500 Yearly Maximum on Class I, II, III $2,000 Lifetime Maximum on Class IV
Negotiated Life	$50,000 with Accidental Death and Dismemberment
Vision	VSP 2

MESSA OPTION 5 (for employees not electing health insurance coverage)

Long-Term Disability	66-2/3% $5,000 monthly maximum 120 calendar day straight wait Alcohol/Drug – 2 years Mental/Nervous – 2 years
Delta Dental	80/80/80/60 or 50/50/50/50: $1,500 Yearly Maximum on Class I, II, III $2,000 Lifetime Maximum on Class IV
Negotiated Life	$50,000 with Accidental Death and Dismemberment
Vision	VSP 3 Plus
Additional Salary	See Chart Below *(Based on numbers at Open Enrollment)*

Levels	Number of employees taking cash-in-lieu	Cash-in-lieu full family	Cash-in-lieu two (2) person	Cash-in-lieu single person (not included in participation numbers to the left)
1	0-62	$300 per mo	$300 per mo	$300 per mo
2	63-93	$500 per mo	$400 per mo	$300 per mo
3	94-168	$750 per mo	$500 per mo	$300 per mo
4	169+	$1,000 per mo	$600 per mo	$300 per mo

B. There shall be no double coverage on health insurance; however, dental and vision insurance shall have both internal and external coordination of benefits.

C. Childcare - The Board of Education will provide to teachers who apply for District preschool all day programs, and the before- and after-school childcare program operated by the Community Education Department a Twenty-Five Percent (25%) discount.

Teachers who wish to enroll their child in these programs will have a one (1) day early registration before the registration of the general public. The employee is responsible for being aware of when registration is available through the Community Education Department. No additional information will be distributed by the Office of Human Resources to inform employees of the registration period.

D. Teacher Enrichment Program - The Teacher Enrichment Program established in the 1984-85 school year will continue under the guidelines established then by the joint committee. In addition, the program shall be funded by the Board in the amount of Seventy-Five Thousand Dollars ($75,000) per school year. Within the umbrella of this program, teachers will be allotted up to Four Hundred Dollars ($400) per semester. Teachers who received an overall rating of Effective on their most recent West Bloomfield School District year-end performance appraisal are eligible for an additional One Hundred Dollars ($100) of TEP funds per semester increasing the amount allowable from Four Hundred Dollars ($400) to Five Hundred Dollars ($500) per semester. If a substitute is required, the cost will be deducted from the Seventy-Five Thousand Dollars ($75,000) allocated to the Teacher Enrichment Program and the full amount will be reimbursed up to Four Hundred Dollars ($400) or Five Hundred Dollars ($500) per semester per teacher.

E. The provisions of the group policies and the rules and regulations of the carriers will govern the benefits and all other aspects of the coverage. Any complaint arising from the specific provisions of any insurance carrier's policies, assuming the policies comply with all state and federal laws and the negotiated specifications of this Agreement shall not be subject to the grievance procedure.

F. Tax Deferred Annuities and Custodial Accounts - Teachers may participate in District approved tax-deferred annuities or custodial accounts on the basis of voluntary salary deduction. A list of approved vendors of 403(b), Roth 403[b], and 457(b) plans is available from the Employee Benefits Office.

These companies are not endorsed, guaranteed or recommended by the Board or Association. The decision to participate with any company is the teacher's alone and neither the Board nor Association shall be liable for monies invested.

G. Dependent Care - A Dependent Care Program option will be made available to bargaining unit members. The plan, initially established by the Board of Education during the 1992-93 school year, will allow bargaining unit members to enroll in the plan during the month of November for the next tax year. The initial plan shall be handled through Consolidated Financial, Inc. The Board may choose to change the carrier of this plan, but shall not do so without providing the Association at least sixty (60) days' notice of any change.

   Beginning with the 1995 tax year, an Uninsured Health Care Program option will be made available to bargaining unit members. The plan, which shall be established by the Board of Education, will allow bargaining unit members to enroll beginning November 1994. Thereafter, bargaining unit members may enroll in the plan during the month of November for the next tax year.

   The initial plan shall be handled through Consolidated Financial, Inc. The Board may choose to change the carrier of this plan, but shall not do so without providing the Association at least sixty (60) days' notice of any change.

H. All less than full-time teachers are eligible to enroll in one (1) of the MESSA Options on a pro-rata basis. The Board will provide the part-time teacher with the pro-rata share of the premium of one (1) of the MESSA Options chosen by the teacher. The teacher will be responsible for paying the remainder of the monthly premium if necessary.

ARTICLE XI
TEACHER EVALUATION

A. Administration has the right and duty to evaluate teachers. The purposes of evaluation are to provide information which will determine the employment status of the individual teacher, recognize levels of professional performance, identify areas of improvement if necessary, and provide appropriate and specific techniques and resources for improvement. The primary goal of evaluation is to improve a teacher's professional skills.

B. Teachers will only be evaluated by the evaluation tool/procedures as outlined by the District and the District Teacher Evaluation Committee. The adopted evaluation tools are the Marzano Focused Teacher Evaluation Model and the Marzano Focused Non-Classroom Instructional Support Evaluation Model.

C. A District Teacher Evaluation Committee, comprised of no more than seven (7) members appointed by the Association and no more than seven (7) members appointed by the Administration, will continue to meet to discuss important matters about the teacher evaluation process. The Committee will, at a minimum, publish an evaluation handbook, and discuss parameters to consider student absences and other reasons to remove student data from consideration in year-end performance evaluations.

D. Teachers will be evaluated only by appropriately trained administrators. Teachers will be notified of their evaluator no later than thirty (30) calendar days after hire and within fifteen (15) calendar days when an assigned evaluator changes.

E. The performance evaluation system must assign a rating of effective, developing, or needing support based on the teacher's year-end performance evaluation.

F. Each teacher will be observed formally twice per school year. One (1) observation is prearranged and one (1) is unannounced. Additional observations may be conducted at the request of the teacher or the administrator.

G. Twenty percent (20%) of the teacher's year-end performance evaluation rating will be based on student growth and assessment data, unless directed otherwise by law. Teachers shall select their individual student growth and assessment measures from the District Data Dashboard, which counts for half (½) of the student growth and assessment data score. A District Data Score is assigned for the other half (½) of the student growth and assessment data score.

H. Every effort will be made to formally observe a probationary teacher within their first two (2) months of employment. When this time frame is not practicable, the formal observation will be scheduled as soon as possible.

I. Every effort will be made to complete all year-end performance evaluations by the fourth (4th) Friday in April. If this deadline cannot be met due to extenuating circumstances, a meeting between the Association President and Human Resources Administrator will be held.

J. If a teacher is not provided a year-end evaluation, the teacher shall be rated as effective.

K. When a tenured teacher has been rated effective or higher for three (3) consecutive years, beginning July 1, 2021, they may be evaluated triennially.

L. A tenured teacher rated as needing support on an annual year-end evaluation may request that the Superintendent review the evaluation and rating. The review request must be submitted in writing within thirty (30) calendar days after the teacher is informed of the rating. Upon receipt of the review request the Superintendent will review the evaluation and rating and may make modification(s) as appropriate. The Superintendent's written response must be provided to the requesting teacher no later than thirty (30) calendar days after receipt of the review request and before making any modification(s).

If the written Superintendent response does not resolve the matter, the teacher or the Association President may request mediation as provided in Section 7 of the Public Employment Relations Act, MCL 423.207. The mediation request must be submitted in writing within thirty (30) calendar days after the teacher receives the Superintendent's written response. Within fifteen (15) days of receiving the request, the Superintendent must provide a written response to the teacher or Association President stating that the mediation will be scheduled as appropriate.

ARTICLE XII
CURRICULUM DEVELOPMENT

A. The parties mutually recognize that the District has important needs to improve and evaluate its instructional program and, furthermore, that teachers must play a necessary and important role in shaping and developing that curriculum.

B. Curriculum Council will provide teachers with direct input including, but not limited to, the following areas:

1. Initiating and/or advising curriculum proposals;

2. Establishing curriculum committees;

3. Recommending approval or non-approval of summer workshops, innovative projects, textbooks and programs.

C. Participation on any committee by any teacher shall be voluntary.

D. Compensation for curriculum work done by teachers after the regular school day shall be accomplished by:

1. Paying the teacher an hourly rate established by Article IX, Section I.

2. Initiating an individual supplementary contract at a dollar amount determined by Article IX, Section I.

3. Any combination of release time, hourly rate and/or individual supplementary contract.

E. Curriculum Council shall meet regularly throughout the school year. The Curriculum Council shall consist of teachers, administrators, and Board member(s). Curriculum Council voting members are as follows:

1. Assistant Superintendent of Learning Services.

2. Teacher representatives, elected by their peers in their building or their District department if at-large, as follows:

a. One (1) classroom teacher at Doherty Elementary,

b. One (1) classroom teacher at Gretchko Elementary,

c. One (1) classroom teacher at Scotch Elementary,

d. One (1) classroom teacher at Sheiko Elementary,

e. Two (2) teachers at West Bloomfield Middle School,

f. Two (2) teachers at West Bloomfield High School,

g. One (1) teacher at Oakland Early College,

h. One (1) special education teacher at-large,

i. One (1) elementary specials teacher at-large.

3. Administrator representatives as follows:

    a. One (1) early childhood program administrator,

    b. One (1) elementary administrator,

    c. One (1) middle school administrator,

    d. One (1) high school administrator.

4. One (1) representative appointed by the Association President.

5. One (1) Board Member and one (1) alternate nonvoting Board Member.

6. One (1) Curriculum Consultant.

7. The four (4) Curriculum Council co-chairs shall be the Assistant Superintendent of Learning Services and one (1) teacher from each level (elementary, middle school, and high school) selected from current Curriculum Council elected members.

F. The Curriculum Council will establish its meeting dates and operating procedures.

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. The following holidays are included in the calendar without any reduction in salary:

1. New Year's Day

2. Martin Luther King Day

3. Memorial Day

4. Labor Day

5. Thanksgiving Day

6. Christmas Day

C. At the end of the first (1st) semester there are two (2) A.M. half (½) days of student instruction. The first (1st) half (½) day is P.M. records day for teachers and the second (2nd) half (½) day is an optional P.M. records day for teachers. The records day at the end of the second (2nd) 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. For marking periods one (1), two (2), and three (3), report card due dates are one (1) week after the end of the marking period. All teachers must follow building checkout

procedures, which may be completed by the last day with students 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/late start professional development days shall be planned in coordination with Association representation/designee, a school improvement leader/team, and building administration. Two (2) hour late start days will include a minimum of sixty (60) minutes of Professional Learning Community meeting time planned by the Professional Learning Community Leader.

   Association building representatives will meet collaboratively with the Learning Services department to develop expectations and needs for the full professional development days. Teacher workdays before the start of school will include a half (½) day for building professional development and a minimum of a half (½) day for teacher choice time. For full day professional development days, there will be a minimum of two (2) hours of Professional Learning Community time and a maximum of five (5) hours of professional development time for each full PD day. When a new curriculum is being implemented, the two (2) hour Professional Learning Community requirement on full day professional development days may be waived by agreement of the District and Association. A joint communication will be sent out to Association bargaining unit members, outlining the intent, importance, expectation of, and participation in the professional development time.

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 (1) 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/late start activities. Part time teachers attending early release/late start activities and professional development days that are not part of their regular workday 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.

ARTICLE XIV
JOB SHARING

A. Job sharing shall be defined as two (2) teachers sharing one (1) teaching assignment for which they are both certified and qualified. Any teacher who wishes to participate in job sharing shall do so on a voluntary basis.

B. Those teachers interested in job sharing teaching assignments will forward a written request to the Human Resources Administrator and the building principal no later than March 1 of each school year. The written request will include the following:

1. The assignment to be shared, including the proposed work schedule;

2. Building assignment(s);

3. Assignment coverage, including prep time, lunch (if applicable), staff meetings, parent-teacher conferences, in-service, etc.;

4. Fringe benefit selections; and

5. Other pertinent information.

C. The District will make every effort to notify teachers of the Board's acceptance or rejection of their application by the last day of school. The final decision concerning job-sharing requests is the sole prerogative of the Superintendent and their decision shall not be subject to the grievance procedure.

D. Teacher participation in job sharing shall:

1. Accrue seniority in the same manner as a full-time teacher;

2. Advance on the salary schedule (if applicable) in the same manner as a part-time teacher;

3. Receive a pro rata share of the salary for their step and track;

4. Receive pro rata of leave days granted to full-time teachers;

5. Be eligible for a dollar amount up to one-half (1/2) of the insurance premium cited in Article X and based upon each job share teacher's eligibility for said insurances. Job share teachers may elect the insurance coverage appropriate to their needs, provided they are eligible for the insurance and its cost does not exceed one-half (1/2) of the total premiums. Job share teachers may select a combination of insurances, which exceed the one-half (1/2) premium payment limitation by prepaying the difference in cost over eligibility per Business Office procedure. Said insurances (medical, dental, life, long-term

disability and optical) are subject to the terms, conditions and approval of the respective carriers.

6. Both teachers in a job share position are required to attend open house, parent-teacher conferences, early release/late start days, and professional development days (both half [½] and full days). This attendance is a part of the job share time agreement with no additional compensation by the administration or District. Other duties will be divided as equally as possible between the job share teachers and in the same manner as full-time teachers.

E. Job share applications and reapplications shall be made on an annual basis. Teachers who were formerly full-time and participate in job sharing and request a return to a full-time position shall be returned to a full-time status for the subsequent school year.

F. Teachers currently on the recall list, or those who have been notified of layoff, may request participation in job sharing if there is no person with higher seniority who is certified and qualified to share the position and wishes to do so.

ARTICLE XV
STUDENT DISCIPLINE AND TEACHER PROTECTION

A. The Board recognizes its responsibility to give all reasonable support and assistance to teachers as to the maintenance of control and discipline in their school. Teachers, on the other hand, accept their responsibility in maintaining proper discipline in their school according to written building discipline policies.

Teachers shall receive a copy of the Student Code of Conduct at the beginning of each school year. The Board shall review its discipline policy annually to refine and improve its effectiveness.

At the beginning of each school year teachers shall be informed of the proper procedures for reporting assaults or injuries. The building principal/supervisor will review safety policies and procedures (including any key safety personnel in the building) with the staff every school year.

Teachers will follow the Student Code of Conduct. When it becomes necessary for a teacher to exclude a student who is interrupting the educational process, the teacher may exclude the student from the class. The student will not return to the classroom until the teacher has been notified of the action taken by the administration.

B. In any instance of alleged assault of a teacher by a student, including threats by a student, the teacher shall report the incident promptly to the Board or its designated representative. If the Administration determines that the alleged threat or assault occurred, the Administration will recommend discipline according to the Student Code of Conduct.

Any case of student assault upon a teacher arising out of the performance of their professional responsibilities at school or a school sponsored function shall be promptly reported to the Association President. The accused student shall be removed from the classroom until the investigation into the assault is concluded.

C. Within twenty-four (24) hours a written report shall be submitted as well. In the event of personal injury to the teacher, the procedures relative to Workers' Compensation leave shall apply.

D. Since administrative support is essential to the maintenance of the teacher's classroom, the principal will communicate any relevant information to the extent allowed under the law (including but not limited to FERPA, IDEA, HIPAA, Revised School Code) to help deter negative or behavioral reoccurrences. This information will be provided to the teacher when one (1) of their students has been suspended for any reason.

E. Teachers shall be expected to exercise reasonable care for the safety of students and property and shall not be individually liable for any damage or loss to person or property, except in case of gross or proven negligence and/or neglect of duty.

F. All classrooms will have a call feature that will connect with the main office.

G. When non-district students visit during the school year teachers will be notified twenty-four (24) hours prior to the visit.

ARTICLE XVI
GRIEVANCE PROCEDURE

A. A grievance is a written complaint by a teacher or the Association concerning any alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

B. The following actions are excluded from the grievance process: (1) the discharge or demotion (as described in the Teachers' Tenure Act) of a tenured teacher, and (2) the discharge or nonrenewal of a probationary teacher, although the probationary teacher has an opportunity to address the Board through a requested agenda item listed as a personnel issue. As applicable, these actions are subject to the appeal procedure as provided for in the Michigan Teachers' Tenure Act.

C. No grievance shall be filed under this Agreement for incidents occurring before the effective date of this Agreement.

D. All time limits shall consist of school days except during the summer vacation period (June-August) when the days shall be business days. Time limits may be extended upon good cause shown or upon mutual consent of the parties. It is understood that these time limits set forth herein or agreed upon shall be considered as substantive, and failure to conform to them shall mean default by the party failing to conform.

E. In the handling and processing of a grievance, the following procedure shall apply:

Step 1: Any teacher who believes they have a complaint may present the complaint, on an informal basis, to the immediate administrator. If the complaint is not resolved, the matter shall be reduced in writing by the grievance and submitted to the teacher's immediate administrator. The grievance must be reduced in writing ten (10) days from the time of the discussion between the grievant and their immediate administrator. The written grievance may be presented to the immediate administrator either: (a) by the teacher alone, or (b)

by the teacher accompanied by an Association representative. If the grievance involves more than one (1) building or is filed by the Association, it must be filed at Step 2.

No grievance shall be processed unless it is presented at Step 1 within ten (10) school days of its occurrence or knowledge of its occurrence. The same time restriction applies to a grievance filed by the Association. Within ten (10) days after the presentation of the written grievance, the immediate administrator shall give their answer in writing to the grievant.

Step 2: If the grievant(s), or the Association, is not satisfied with the disposition of a grievance at Step 1, within ten (10) days after receipt of the administrator's answer, the grievant(s) may appeal the grievance to the Superintendent or designee. The appeal shall be in writing.

Within twelve (12) days after receipt of such request for appeal, the Superintendent or designee shall meet with the Association's Grievance Committee. The parties shall attempt to resolve the dispute at this level. Within five (5) days after meeting, the Superintendent or designee shall present the grievant(s) and the Association President or designee with a written answer to the grievance.

Step 3: If the grievance is not settled at Step 2, the matter may be referred to arbitration by the Association, provided that notice to refer the matter is given to the Superintendent within twenty (20) days from the date of the receipt of the written decision at Step 2. Within ten (10) days after the date of the written request for arbitration, a designated representative of the Board and the Association or its designated representative shall meet and make every effort to agree upon a mutually acceptable arbitrator. If the parties are unable to agree on an arbitrator within five (5) days, the Association or the Board shall file a request with the American Arbitration Association to submit a list of qualified arbitrators. The arbitrator shall then be selected according to the Rules of the American Arbitration Association, which shall likewise govern the arbitration proceedings.

The Arbitrator shall hear the grievance in dispute and shall render a decision in writing within thirty (30) days from the close of the hearing. The Arbitrator's decision shall be submitted in writing and shall set forth the findings and conclusions on the issues submitted to arbitration. The arbitrator's decision shall be final and binding upon the Board of Education, the Association, and the teacher(s) involved. Neither party shall be permitted to assert any new ground, add any new issues, present any new claims or make new arguments that had not previously been disclosed except when procedural issues arise subsequent to the last grievance proceeding. In that event, at least a five (5) day notice will be provided to the other party.

The Arbitrator shall have no authority except to pass upon alleged violations of this Agreement and to determine disputes involving the application or interpretation of such provisions. The Arbitrator shall have no power or authority to add to, subtract from, or modify any of the terms of this Agreement, nor shall the Arbitrator render any decision, which would require any action in violation of Michigan School Law. The fees and expenses of the Arbitrator shall be shared equally by the Board and the Association.

All hearings shall take place at a site no further than five (5) miles from the Board Office. Hearings will not be held at an MEA office.

F. The filing of a grievance shall in no way interfere with the right of the Board to proceed in carrying out its management responsibilities, subject to the final decision of the grievance.

G. If an alleged grievance involves an order, requirement, etc., the grievant shall fulfill or carry out such order or requirements, etc., pending the final decision of the grievance so long as the order, requirement, etc., is not illegal or does not entail a hazard to the teacher or student.

H. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discussing it and having it resolved informally with the Board's representatives; provided that the Association be given the opportunity to be present at the hearings or meetings of such grievance and that the Board's final decision is not inconsistent with the terms of this Agreement.

I. No grievance shall be filed or based upon any prior or previous agreement or upon any alleged grievance occurring before the effective date of this Agreement.

J. Each grievance will be resolved on its own merits.

K. Nothing in this Agreement shall deny to any teacher, or to the Association, the right to file a grievance alleging a violation or violations of any term or terms of this Agreement, except those items specifically excluded.

L. If the Superintendent or the principal decide to hold any grievance hearing during normal school hours, teachers participating in such hearings shall be released from their regular duties without loss of salary. The expense and compensation for attendance of any teacher, witness or participant in arbitration shall be paid by the party calling the teacher or witness or requesting such participant.

All meetings concerning grievances are to take place at reasonable hours and will not interfere with assigned duties unless the meetings are called by the school administration or Arbitrator.

The grievant and up to two (2) other witnesses and the Association grievance chairperson shall be released from their work responsibilities to be present at the meeting with no loss of pay. If the Association desires additional witnesses, they will be granted Association days in order to attend the hearing. The Association will pay the Board the costs for substitute teachers, if necessary, if such substitutes are required to replace teachers called upon as Association witnesses.

Any matter subject to the grievance procedure which has been filed before the expiration of this Master Agreement shall be processed through the entire procedure, if necessary.

ARTICLE XVII
NEGOTIATION PROCEDURES AND NO-STRIKE CLAUSE

A. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals as to any subject or matter not removed by law from the area of collective bargaining, and that understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Board and Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively as to wages, hours and other conditions of employment except by mutual consent.

The parties recognize the right of the Board to make any changes in policies and regulations consistent with this Agreement. If a change inconsistent with the terms of this Agreement is contemplated, the Board will notify the Association and the Association will have the opportunity to express its position and to request negotiations concerning the contemplated change.

B. In any negotiations of a new Agreement, neither party shall have any control over the selection of the negotiating or bargaining representatives of the other party and each party may select its representatives from within or outside the District. It is recognized that no final agreement between the parties may be executed without ratification by the Board of Education and by the Association, but the parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining, subject only to such ultimate ratification.

C. The Association fully recognizes that the statutes of the State of Michigan confer upon public employees and their organizations not only certain rights and privileges, but also certain duties and responsibilities, the latter including particularly the duty to maintain and continue the functions of government, in this case the operation of the public schools, without interruption or interference due to strikes. Accordingly, the Association agrees, on behalf of itself and all those whom it represents, that the no-strike provisions of the Public Employment Relations Act (Act 336 of 1947, as amended) will be faithfully observed at all times.

ARTICLE XVIII
MISCELLANEOUS

A. This Agreement shall supersede any rules, regulations or practices of the Board which are contrary to or inconsistent with its terms. Likewise, this Agreement shall supersede any contrary or inconsistent terms contained in any individual teacher contract. All future individual teacher contracts shall be made expressly subject to the terms of this Agreement.

B. The Board shall distribute a copy to all teachers promptly after the Master Agreement is reproduced. Prospective teachers shall also receive a copy at the time a contract is offered to them.

C. The Association recognizes the benefit of building handbooks for disseminating procedural information for the orderly operation of the building. No provision in any building handbook shall be contrary to the terms and conditions of this Agreement. Any change in working conditions requiring bargaining, as determined by PERA, shall be negotiated by the parties.

ARTICLE XIX
ASSOCIATION PREROGATIVES

A. Association officers and representatives shall be entitled as a group to receive a total of twenty-five (25) days of paid leave during the school year without expense compensation to attend Association conventions, meetings, negotiations, arbitration hearings, and for the purpose of presentation. Days for

non-classroom teachers not requiring a substitute and the President of the Association will not be charged to the Association's bank of twenty-five (25) days for bargaining. Additional Association Business days beyond the twenty-five (25) days can be appealed to the Superintendent. Five (5) of these days may be taken as either whole or half (½) days (to equal ten [10] half [½] days). The Association President shall notify the Office of Human Resources at least two (2) school days in advance. In emergency situations, leave may be granted on shorter notice. For the duration of this Agreement the President shall be entitled to up to ten (10) additional days of paid leave, for Presidential Association business, without cost to the President or the Association.

B. The Board shall provide, at no cost to the individual or the Association, half (½) day release time for the Association President. At its discretion, and with the agreement of the Association President, the District may assign to the Association President responsibilities including, but not limited to, the evaluation and curriculum committee liaison.

   Part of the release time responsibilities may include workshops with the lead mentor and the District mentoring program, organizing new teacher workshops and trainings, program needs and operating criteria for the mentoring program. If the Legislature, during the effective dates of this Agreement, act to limit or prohibit the District supplied release time herein provided, the District shall, throughout the effective dates of this Agreement, continue to provide the release time unless such continuation is expressly prohibited by law.

   1. If the President is a secondary teacher, the President will be released the last half of the day.

   2. If the President is an elementary school teacher or a teacher in a non-classroom assignment, the President will be released according to a mutually agreed upon arrangement to equal the time specified in item 1.

   If the Association deems it necessary to provide additional release time for the President that is above what is provided in this Agreement, the Association will pay the additional cost above the contractual amounts. The Association must notify the Office of Human Resources of their intent to utilize this clause no later than February 1 for the following year.

   The Association President will be provided with a reserved parking space at the President's designated building to be selected by the Association President.

   The Association President will have an opportunity to have a printer that is provided and maintained by the Association.

   Nothing in this section shall prohibit the parties from developing an alternative form of released time as long as the parties mutually agree to the arrangement.

C. Vending machines, approved by the administration as to size, may be installed in the teachers' lounge of each school by the West Bloomfield Education Association, which shall be solely responsible for the maintenance and operation of the machines.

D. The Board shall make available to the President of the Association, or designee, upon his/her reasonable requests, the statistics or financial information in the possession of the Board as are relevant to the negotiation of collective bargaining agreements succeeding this Agreement. The

foregoing shall not be construed to require the Board to compile information or statistics not already compiled. Original records of the foregoing specified information are to be examined only at the office of the Board. If the Association President or designee requests copies of any such material, then the Association will reimburse the Board for actual expenses incurred in furnishing the copies.

E. The Association shall have the privilege of using school building facilities at all reasonable hours for meetings, without charge, during normal working hours of the custodians, provided the meetings shall not interfere with other regularly scheduled activities and provided the principal shall designate the location of the meeting within the building. Bulletin board space in lounges and usual school mail facilities shall be made available to the Association, provided that the Board shall have no responsibility in any way for any material in connection with use of school mail facilities. All Association communications shall be signed by a member of the Association Executive Board before distribution through the school mail facilities. The Association shall maintain bulletin Boards in an orderly fashion, and bulletin Board postings shall be signed by an Association officer.

F. The Board shall provide an agenda of each regular and special Board meeting on or before the date of the meeting.

The Board shall also provide the Association with a copy of the unofficial (not approved by the Board) minutes of each regular and special Board meeting within five (5) school days of the meeting.

The Board shall continue to provide the Association with copies of the official minutes of each regular and special Board meeting. These copies will be sent within ten (10) school days after the minutes have been approved through the school mail addressed to the Association representative in each building.

The Board shall annually furnish the Association with copies of each building handbook.

G. The Association shall have the privilege of using computers, other copy equipment, and all types of audio-visual equipment in connection therewith, subject to the following:

1. The equipment may be used only during other than the normal school day, which includes lunch and planning periods.

2. The equipment may be used only when such use will not interfere with use of the equipment by the Board.

3. The Association shall provide all materials and supplies incident to such use.

4. The Association shall pay for any and all damage to such equipment caused by its use or misuse.

5. Materials and equipment may be used only for Association business, except that it is not to be used for communications containing material derogatory of the Board or Administration.

6. The building principal or designee shall be advised before the use of the previously mentioned equipment.

7. The Association shall not use the services of administrative assistants , clerks, typists or stenographers hired by the Board.

H. The hours immediately after the normal school day on the third (3rd) Monday of each month will be the normal time for Association meetings. The meetings will take precedence over any other meeting or activity tentatively scheduled for that time.

I. The Board will provide to the Association President daily access to the District's email and internet system. This email and internet access will be provided in the President's classroom and department office.

ARTICLE XX
CONFORMITY TO LAW

This Agreement is subject in all respects to the laws of the State of Michigan with respect to the powers, rights, duties and obligations of the Board, the Association, and employees in the bargaining unit, and if any provision of this Agreement is at any time be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided for doing so, the provision(s) shall be void and inoperative; however, all other provisions of this Agreement shall continue in effect.

ARTICLE XXI
DURATION OF AGREEMENT

This Agreement shall be in effect as of September 1, 2025, and shall continue in effect until August 31, 2027.

Either party may request that negotiations for the full collective bargaining agreement officially commence no later than May 1, 2027.

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

WEST BLOOMFIELD SCHOOL DISTRICT BOARD OF EDUCATION:

Eric Whitney
Deputy Superintendent of Talent Development and Management — Date: 8/11/2025

Dania H. Bazzi, PhD
Superintendent — Date: 8/11/2025

Stacy Brickman
Board of Education President — Date: 8/11/2025

WEST BLOOMFIELD EDUCATION ASSOCIATION, MEA/NEA:

Ryan Ridenour
WBEA President — Date: 8/11/25

Kim Abel
MEA Representative — Date: 8/11/2025

SCHEDULE A
SALARY SCHEDULE

2025-2026

STEP	BA	BA+20	MA	MA+30	PHD
1	$ 44,700	$ 46,150	$ 49,151	$ 51,872	$ 54,068
2	$ 46,453	$ 47,861	$ 51,184	$ 54,082	$ 56,170
3	$ 48,233	$ 49,771	$ 53,932	$ 56,817	$ 59,462
4	$ 49,921	$ 51,406	$ 56,277	$ 58,969	$ 62,470
5	$ 52,039	$ 53,523	$ 59,091	$ 61,782	$ 66,384
6	$ 54,673	$ 56,228	$ 62,414	$ 65,308	$ 68,877
7	$ 57,312	$ 58,885	$ 65,738	$ 68,825	$ 72,094
8	$ 59,948	$ 61,491	$ 69,059	$ 72,147	$ 75,313
9	$ 62,788	$ 64,474	$ 72,391	$ 75,538	$ 78,897
10	$ 65,629	$ 67,457	$ 75,722	$ 78,928	$ 82,482
11	$ 68,471	$ 70,441	$ 79,054	$ 82,320	$ 86,067
12	$ 71,264	$ 72,975	$ 82,638	$ 85,770	$ 88,950
13	$ 74,081	$ 75,510	$ 86,221	$ 89,220	$ 91,833
14	$ 76,924	$ 78,046	$ 89,804	$ 92,671	$ 94,717
15	$ 83,806	$ 85,203	$ 97,142	$ 100,156	$ 103,172

Effective for the 2025-2026 school year:

- New 2025-2026 salary schedule takes effect on the first (1st) pay date in October 2025.
- No step advancement from current placement on the 2024-2025 salary schedule.
- $350 off schedule payment to teachers at Step 15 paid in one lump sum on the first pay date of the 2025-2026 school year.
- The Parties will meet within thirty (30) calendar days of the adoption of an Oakland County Enhancement Millage for a salary reopener if the Enhancement Millage results in a net increase to the District's budget.

SCHEDULE A
SALARY SCHEDULE

2026-2027

STEP	BA	BA+20	MA	MA+30	PH D
1	$ 46,000	$ 47,500	$ 50,450	$ 53,450	$ 56,450
2	$ 48,785	$ 50,285	$ 53,918	$ 56,918	$ 59,918
3	$ 51,570	$ 53,070	$ 57,386	$ 60,386	$ 63,386
4	$ 54,355	$ 55,855	$ 60,854	$ 63,854	$ 66,854
5	$ 57,140	$ 58,640	$ 64,322	$ 67,322	$ 70,322
6	$ 59,925	$ 61,425	$ 67,790	$ 70,790	$ 73,790
7	$ 62,710	$ 64,210	$ 71,258	$ 74,258	$ 77,258
8	$ 65,495	$ 66,995	$ 74,726	$ 77,726	$ 80,726
9	$ 68,280	$ 69,780	$ 78,194	$ 81,194	$ 84,194
10	$ 71,065	$ 72,565	$ 81,662	$ 84,662	$ 87,662
11	$ 73,850	$ 75,350	$ 85,130	$ 88,130	$ 91,130
12	$ 76,635	$ 78,135	$ 88,598	$ 91,598.00	$ 94,598
13	$ 79,420	$ 80,920	$ 92,066	$ 95,066	$ 98,066
14	$ 82,205	$ 83,705	$ 95,534	$ 98,534	$ 101,534
15	$ 85,000	$ 86,500	$ 99,000	$ 102,000	$ 105,000

Effective for the 2026-2027 school year:

- New 2026-2027 salary schedule takes effect on the first (1st) pay date in the 2026-2027 school year.
- No step advancement from current placement on the 2025-2026 salary schedule.
- The Parties will meet within thirty (30) calendar days of the adoption of an Oakland County Enhancement Millage for a salary reopener if the Enhancement Millage results in a net increase to the District's budget.

SCHEDULE B
SUPPLEMENTARY PAY - ATHLETICS
Base: BA/Step 12

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - GENERAL			
Athletic Facilitator, Season (3)	5.0%	$ 3,563	$ 3,832
Weight Training, Fall (1)	2.5%	$ 1,782	$ 1,916
Weight Training, Winter (1)	3.0%	$ 2,138	$ 2,299
Weight Training, Spring (1)	2.5%	$ 1,782	$ 1,916
Weight Training, Summer (1)	2.5%	$ 1,782	$ 1,916

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - BOYS			
Baseball, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Baseball, Varsity Assistant Coach (1)	6.0%	$ 4,276	$ 4,598
Baseball, Junior Varsity Head Coach (1)	6.0%	$ 4,276	$ 4,598
Baseball, Freshman Head Coach	6.0%	$ 4,276	$ 4,598
Basketball, Varsity Head Coach (1)	10.5%	$ 7,483	$ 8,047
Basketball, Varsity Assistant Coach (1)	7.0%	$ 4,988	$ 5,364
Basketball, Junior Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Basketball, Freshman Head Coach (1)	7.0%	$ 4,988	$ 5,364
Bowling Head Coach (1)	4.5%	$ 3,207	$ 3,449
Cross Country Head Coach (1)	7.0%	$ 4,988	$ 5,364
Diving Coach (1)	5.0%	$ 3,563	$ 3,832
Football, Varsity Head Coach (1)	11.0%	$ 7,839	$ 8,430
Football, Varsity Assistant Coach (4)	8.0%	$ 5,701	$ 6,131
Football, Junior Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Football, Junior Varsity Assistant Coach (2)	7.0%	$ 4,988	$5,364
Football, Freshman Head Coach (1)	7.0%	$ 4,988	$ 5,364

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - BOYS			
Football, Freshman Assistant Coach (1)	7.0%	$ 4,988	$ 5,364
Golf, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Golf, Junior Varsity Head Coach (1)	4.5%	$ 3,207	$ 3,449
Golf, Freshman Head Coach (1)	4.5%	$ 3,207	$ 3,449
Hockey, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Hockey, Varsity Assistant Coach (1)	5.5%	$ 3,920	$ 4,215
Intramurals, Fall (1)	2.5%	$ 1,782	$ 1,916
Intramurals, Winter (1)	3.0%	$ 2,138	$ 2,299
Intramurals, Spring (1)	2.5%	$ 1,782	$ 1,916
Lacrosse, Varsity Head Coach (1)	8.0%	$ 5,701	$ 6,131
Lacrosse, Varsity Assistant Coach (1)	5.5%	$ 3,920	$ 4,215
Lacrosse, Junior Varsity Head Coach (1)	5.5%	$ 3,920	$ 4,215
Skiing, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Soccer, Varsity Head Coach (1)	8.0%	$ 5,701	$ 6,131
Soccer, Varsity Assistant Coach (1)	5.5%	$ 3,920	$ 4,215
Soccer, Junior Varsity Head Coach (1)	5.5%	$ 3,920	$ 4,215
Soccer, Freshman Head Coach (1)	5.5%	$ 3,920	$ 4,215
Swimming, Varsity Head Coach (1)	10.0%	$ 7,126	$ 7,664
Swimming, Junior Varsity Head Coach (1)	6.5%	$ 4,632	$ 4,981
Tennis, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Tennis, Junior Varsity Head Coach (1)	4.5%	$ 3,207	$ 3,449
Track, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Track, Varsity Assistant Coach (1)	6.5%	$ 4,632	$ 4,981
Track, Freshman Head Coach (1)	6.5%	$ 4,632	$ 4,981
Track, Indoor Head Coach (1)	5.5%	$ 3,920	$ 4,215
Wrestling, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Wrestling, Varsity Assistant Coach (1)	6.5%	$ 4,632	$ 4,981

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - BOYS			
Wrestling, Junior Varsity Head Coach (1)	6.5%	$ 4,632	$ 4,981
Wrestling, Freshman Head Coach (1)	6.5%	$ 4,632	$ 4,981

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - GIRLS			
Basketball, Varsity Head Coach (1)	10.5%	$ 7,483	$ 8,047
Basketball, Varsity Assistant Coach (1)	7.0%	$ 4,988	$ 5,364
Basketball, Junior Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Basketball, Freshman Head Coach (1)	7.0%	$ 4,988	$ 5,364
Bowling Head Coach (1)	4.5%	$ 3,207	$ 3,449
Cheerleading, Varsity Head Coach – Fall (1)	6.0%	$ 4,276	$ 4,598
Cheerleading, Junior Varsity Head Coach – Fall (1)	4.5%	$ 3,207	$ 3,449
Cheerleading, Freshman Head Coach – Fall (1)	4.5%	$ 3,207	$ 3,449
Cheerleading, Varsity Head Coach – Winter (1)	6.0%	$ 4,276	$ 4,598
Cheerleading, Junior Varsity Head Coach – Winter (1)	4.5%	$ 3,207	$ 3,449
Cheerleading, Freshman Head Coach – Winter (1)	4.5%	$ 3,207	$ 3,449
Cross-Country, Head Coach (1)	7.0%	$ 4,988	$ 5,364
Diving Coach (1)	5.0%	$ 3,563	$ 3,832
Field Hockey, Varsity Head Coach (1)	8.0%	$ 5,701	$ 6,131
Field Hockey, Junior Varsity Head Coach (1)	5.5%	$ 3,920	$ 4,215
Golf, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Golf, Junior Varsity Head Coach (1)	4.5%	$ 3,207	$ 3,449
Golf, Freshman Head Coach (1)	4.5%	$ 3,207	$ 3,449
Gymnastics, Varsity Head Coach (1)			
Intramurals, Fall (1)	2.5%	$ 1,782	$ 1,916
Intramurals, Winter (1)	3.0%	$ 2,138	$ 2,299
Intramurals, Spring (1)	2.5%	$ 1,782	$ 1,916

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - GIRLS			
Lacrosse, Varsity Head Coach (1)	8.0%	$ 5,701	$ 6,131
Lacrosse, Varsity Assistant Coach (1)	5.5%	$ 3,920	$ 4,215
Lacrosse, Junior Varsity Head Coach (1)	5.5%	$ 3,920	$ 4,215
Pom-Pon, Varsity Head Coach - Fall (1)	5.0%	$ 3,563	$ 3,832
Pom-Pon, Junior Varsity Head Coach – Fall (1)	4.0%	$ 2,851	$ 3,065
Pom-Pon, Varsity Head Coach - Winter (1)	5.0%	$ 3,563	$ 3,832
Pom-Pon, Junior Varsity Head Coach – Winter (1)	4.0%	$ 2,851	$ 3,065
Skiing, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Soccer, Varsity Head Coach (1)	8.0%	$ 5,701	$ 6,131
Soccer, Varsity Assistant Coach (1)	5.5%	$ 3,920	$ 4,215
Soccer, Junior Varsity Head Coach (1)	5.5%	$ 3,920	$ 4,215
Soccer, Freshman Head Coach (1)	5.5%	$ 3,920	$ 4,215
Softball, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Softball, Varsity Assistant Coach (1)	6.0%	$ 4,276	$ 4,598
Softball, Junior Varsity Head Coach (1)	6.0%	$ 4,276	$ 4,598
Softball, Freshman Head Coach (1)	6.0%	$ 4,276	$ 4,598
Swimming, Varsity Head Coach (1)	10.0%	$ 7,126	$ 7,664
Swimming, Junior Varsity Head Coach (1)	6.5%	$ 4,632	$ 4,981
Tennis, Varsity Head Coach (1)	7.0%	$ 4,988	$ 5,364
Tennis, Junior Varsity Head Coach (1)	4.5%	$ 3,207	$ 3,449
Track, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Track, Varsity Assistant Coach (1)	6.5%	$ 4,632	$ 4,981
Track, Junior Varsity Head Coach (1)	6.5%	$ 4,632	$ 4,981
Track, Freshman Head Coach (1)	6.5%	$ 4,632	$ 4,981
Volleyball, Varsity Head Coach (1)	9.0%	$ 6,414	$ 6,897
Volleyball, Varsity Assistant Coach (1)	6.5%	$ 4,632	$ 4,981
Volleyball, Junior Varsity Head Coach (1)	6.5%	$ 4,632	$ 4,981

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL - GIRLS			
Volleyball, Freshman Head Coach (1)	6.5%	$ 4,632	$ 4,981

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
MIDDLE SCHOOL - BOYS			
Basketball, Grade 8 Coach (2)	4.0%	$ 2,851	$ 3,065
Basketball, Grade 7 Coach (2)	4.0%	$ 2,851	$ 3,065
Football, Coach (4)	5.0%	$ 3,563	$ 3,832
Intramurals, Fall (1)	2.0%	$ 1,425	$ 1,533
Intramurals, Winter (1)	2.5%	$ 1,782	$ 1,916
Intramurals, Spring (1)	2.0%	$ 1,425	$ 1,533
Track, Grades 6, 7, 8 Head Coach (1)	4.5%	$ 3,207	$ 3,449
Track, Grades 6, 7, 8 Assistant Coach (2)	4.0%	$ 2,851	$ 3,065
Wrestling, Coach (2)	4.0%	$ 2,851	$ 3,065

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
MIDDLE SCHOOL - GIRLS			
Basketball, Grade 8 Coach (2)	4.0%	$ 2,851	$ 3,065
Basketball, Grade 7 Coach (2)	4.0%	$ 2,851	$ 3,065
Cheerleading Coach – Fall (2)	4.0%	$ 2,851	$ 3,065
Cheerleading Coach – Winter (2)	4.0%	$ 2,851	$ 3,065
Intramurals, Fall (1)	2.0%	$ 1,425	$ 1,533
Intramurals, Winter (1)	2.5%	$ 1,782	$ 1,916
Intramurals, Spring (1)	2.0%	$ 1,425	$ 1,533
Track, Grades 6, 7, 8 Head Coach (1)	4.5%	$3,207	$ 3,449
Track, Grades 6, 7, 8 Assistant Coach (2)	4.0%	$ 2,851	$ 3,065
Volleyball Coach (4)	4.0%	$ 2,851	$ 3,065

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
MIDDLE SCHOOL - BOYS/GIRLS			
Cross Country Coach (4)	2.5%	$ 1,782	$ 1,916
Diving Coach (1)	4.0%	$ 2,851	$ 3,065
Swimming Coach (2)	4.0%	$ 2,851	$ 3,065

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
UNIFIED SPORTS			
Up to two (2) coaches per sport - One Hundred Dollars ($100) per contest, with a maximum of ten (10) contests in a single sport season.			

Supplemental pay for Elementary Intramurals will be calculated using the following formula:

The coaches will receive Sixty Percent (60%) of the total enrollment fee for these intramurals. The enrollment fee will be at least Seventy Dollars ($70) per participant and there shall be no minimum number of participants.

SCHEDULE C
SUPPLEMENTARY PAY – CO-CURRICULAR
Base: BA/Step 12

Unless otherwise noted, one (1) stipend is paid per Schedule C assignment. If more than one (1) teacher shares the assignment, the stipend is divided.

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL			
Activities Director	2.0%	$ 1,425	$ 1,533
After Hours Activity Coordinator	8.5%	$ 6,057	$ 6,514
Band, Instrumental	6.5%	$ 4,632	$ 4,981
Band, Assistant Instrumental	4.5%	$ 3,207	$ 3,449
Band, Marching	8.5%	$ 6,057	$ 6,514
Band, Marching Assistant	2.0%	$ 1,425	$ 1,533
Band, Jazz	4.5%	$ 3,207	$ 3,449
Career Center/Scholarship Club	6.0%	$ 4,276	$ 4,598
Chemistry Club and Science Olympiad	2.0%	$ 1,425	$ 1,533
Class Sponsor, Grade 12	3.5%	$ 2,494	$ 2,682
Class Sponsor, Grade 11	2.5%	$ 1,782	$ 1,916
Class Sponsor, Grade 10	2.0%	$ 1,425	$ 1,533
Class Sponsor, Grade 9	2.0%	$ 1,425	$ 1,533
Color Guard, Fall	2.0%	$ 1,425	$ 1,533
Color Guard, Winter/Spring	2.5%	$ 1,782	$ 1,916
Dean of Students	12.0%	$ 8,552	$ 9,196
Debate	5.5%	$ 3,920	$ 4,215
Debate, Assistant	3.5%	$ 2,494	$ 2,682
Debate, Novice	2.0%	$ 1,425	$ 1,533
DECA Club	4.5%	$ 3,207	$ 3,449
Department Chairperson (9), Business/CTE, Counseling, English, Fine and Performing Arts, Mathematics, Science, Social Studies, Special Education, World Language	6.5%	$ 4,632	$ 4,981

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL			
Department Chairperson (2), Physical Education and Self-Contained Special Education	3.3%	$ 2,316	$ 2,491
Drama, Director	5.0%	$ 3,563	$ 3,832
Drama, Assistant Director	2.5%	$ 1,782	$ 1,916
Drama, Assistant Director - Programs	1.0%	$ 713	$ 766
Drama, Assistant Director - Publicity	1.0%	$ 713	$ 766
Earth Club	2.0%	$ 1,425	$ 1,533
Forensics	4.5%	$ 3,207	$ 3,449
HOSA – Future Health Professionals	4.0%	$ 2,851	$ 3,065
Law Club/Teen Court	4.5%	$ 3,207	$ 3,449
Model United Nations	3.0%	$ 2,138	$ 2,299
MTSS Committee Chair	1.5%	$ 1,069	$ 1,150
MTSS Committee Member - per team member	1.0%	$ 713	$ 766
Musical, Director	7.0%	$ 4,988	$ 5,364
Musical, Assistant Director	3.0%	$ 2,138	$ 2,299
Musical, Assistant Director - Orchestra	2.5%	$ 1,782	$ 1,916
Musical, Assistant Director - Vocals	2.5%	$ 1,782	$ 1,916
Musical, Choreographer	2.0%	$1,425	$ 1,533
Musical, Assistant Director - Publicity	1.0%	$ 713	$ 766
National Honor Society	2.0%	$ 1,425	$ 1,533
Newspaper	5.0%	$ 3,563	$ 3,832
One Act Play Festival, Director	4.0%	$ 2,851	$ 3,065
One Act Play Festival, Technical Director	4.0%	$ 2,851	$ 3,065
Orchestra	6.5%	$ 4,632	$ 4,981
Other Clubs - per club	1.0%	$ 713	$ 766
Parking Lot Dean	6.5%	$ 4,632	$ 4,981
Peer Mentoring	5.0%	$ 3,563	$ 3,832

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
HIGH SCHOOL			
Prom Fashion Show Director	2.0%	$ 1,425	$ 1,533
Prom Fashion Show Asst. Dir.	1.0%	$ 713	$ 766
Recycling Club	2.0%	$ 1,425	$ 1,533
Robotics Club*	7.5%	$ 5,345	$ 5,748
School Store	3.0%	$ 2,138	$ 2,299
Social-Emotional Learning (SEL) Coordinator	1.0%	$ 713	$ 766
Student Council	3.5%	$ 2,494	$ 2,682
Student Leadership	6.5%	$ 4,632	$ 4,981
Testing Accommodations Coordinator	7.0%	$ 4,988	$ 5,364
Testing Coordinator	7.0%	$ 4,988	$ 5,364
Video Event-Coverage	4.0%	$ 2,851	$ 3,065
Vocal Music	6.5%	$ 4,632	$ 4,981
Vocal Music, Assistant / Choreographer	2.0%	$ 1,425	$ 1,533
Yearbook	5.0%	$ 3,563	$ 3,832
Yearbook, Assistant	4.0%	$ 2,851	$ 3,065

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
OAKLAND EARLY COLLEGE			
Academic Games	5.0%	$ 3,563	$ 3,832
Activities	2.5%	$ 1,782	$ 1,916
Digital Media Art Club	3.0%	$ 2,138	$ 2,299
HOSA – Future Health Professionals	2.5%	$ 1,782	$ 1,916
Instrumental Music	1.0%	$ 713	$ 766
Multicultural & Inclusion Assoc.	1.3%	$ 926	$ 996
National Honor Society	1.8%	$ 1,283	$ 1,379
Other Clubs - per club	1.0%	$ 713	$ 766
Student Government	1.8%	$ 1,283	$ 1,379

Testing/Accommodations Coordinator	2.5%	$ 1,782	$ 1,916
Vocal Music	1.0%	$ 713	$ 766
Yearbook	1.3%	$ 926	$ 996

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
MIDDLE SCHOOL			
Dance Club	3.0%	$ 2,138	$ 2,299
Dean of Students	8.0%	$ 5,701	$ 6,131
Drama Club	3.0%	$ 2,138	$ 2,299
Facility Manager	3.0%	$ 2,138	$ 2,299
Forensics	2.0%	$ 1,425	$ 1,533
Instrumental Music	5.0%	$ 3,563	$ 3,832
Jazz Band	3.0%	$ 2,138	$ 2,299
Math Pentathlon	2.0%	$ 1,425	$ 1,533
Model United Nations	3.0%	$ 2,138	$ 2,299
MTSS Committee Chair	1.5%	$ 1,069	$ 1,150
MTSS Committee Member - per team member	1.0%	$ 713	$ 766
Musical, Full Length, Co-Director – Drama	4.0%	$ 2,851	$ 3,065
Musical, Full Length, Co-Director – Dance	4.0%	$ 2,851	$ 3,065
Musical, Full Length, Co-Director – Vocal	4.0%	$ 2,851	$ 3,065
National Geography Bee	1.5%	$ 1,069	$ 1,150
National Junior Honor Society	2.0%	$ 1,425	$ 1,533
Orchestra	5.0%	$ 3,563	$ 3,832
Other Clubs - per club	1.0%	$ 713	$ 766
Professional Learning Community Leaders (6)	5.0%	$ 3,563	$ 3,832
Robotics Club Manager	2.0%	$ 1,425	$ 1,533
Science Fair Coordinator	2.0%	$ 1,425	$ 1,533
Science Olympiad	2.0%	$ 1,425	$ 1,533
Ski Club	2.0%	$ 1,425	$ 1,533

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
MIDDLE SCHOOL			
Social-Emotional Learning (SEL) Coordinator	1.0%	$ 713	$ 766
Spelling Bee	1.5%	$ 1,069	$ 1,150
Student Council	2.0%	$ 1,425	$ 1,533
Testing Coordinator	5.0%	$ 3,563	$ 3,832
Testing Accommodations Coordinator	5.0%	$ 3,563	$ 3,832
Vocal Music	3.0%	$ 2,138	$ 2,299
Yearbook	2.0%	$ 1,425	$ 1,533

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
ELEMENTARY SCHOOLS			
District/Building Professional Learning Community Leaders, District/Building Specials (4), District/Building Special Education (4), Magnet Program (1)	4.7%	$ 3,349	$3,602
District/Building Professional Learning Community Leaders, Grade Level (3 per school)	4.7%	$ 3,349	$3,602
Grade 5 Camp, Per night per teacher (maximum number of teachers is equal to the number of Grade 5 sections per building; additional teacher may attend if approved by Human Resources)	0.5%	$ 356	$383
Instrumental Music Extracurricular Club	2.0%	$ 1,425	$1,533
K-5 Music, Per After School Performance (multiple performance paid only when held on different nights)		$ 200	$ 200
Lead Teacher**	4.5%	$ 3,207	$ 3,449
Leadership Team Chairperson	1.5%	$ 1,069	$ 1,150
Leadership Team Member - per team member	1.0%	$ 713	$ 766
Math Pentathlon	2.0%	$ 1,425	$ 1,533
MTSS Committee Chair	1.5%	$ 1,069	$ 1,150
MTSS Committee Member - per team member	1.0%	$ 713	$ 766

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
ELEMENTARY SCHOOLS			
Other Clubs/Special Event Coordinator - per club/event	1.0%	$ 713	$ 766
Robotics Club, Team Coach and League Coordinator	2.0%	$ 1,425	$ 1,533
Robotics Club, Team Coach (3)	1.5%	$ 1,069	$ 1,150
Safety Patrol	1.0%	$ 713	$ 766
Service Squad	1.0%	$ 713	$ 766
Social-Emotional Learning (SEL) Coordinator	1.0%	$ 713	$ 766
Spelling Bee	1.0%	$ 713	$ 766
Student Council	2.0%	$ 1,425	$ 1,533
Testing Coordinator	5.0%	$ 3,563	$ 3,832
Vocal Music Extracurricular Club	3.0%	$ 2,138	$ 2,299
Yearbook	1.0%	$ 713	$ 766

*WBHS Robotics grant is paid from Community Education funding.

**Elementary Lead Teacher may include responsibilities such as, but not limited to, parent liaison, teacher-in-charge, field placement coordinator, and other leadership opportunities.

	% FACTOR	2025-2026 BASE $71,264	2026-2027 BASE $76,635
DISTRICT			
Mentor Coordinator (provides services to elementary school, middle school and high school staff)	4.0%	$ 2,851	$ 3,065
District Fine Arts Coordinator	4.0%	$ 2,851	$ 3,065
District iCenter Coordinator	5.0%	$ 3,563	$ 3,832
Ed Tech/Web Master (8)	1.6%	$ 1,140	$ 1,226
Lead Mentor – Elementary	4.0%	$ 2,851	$ 3,065
Lead Mentor – Middle School	4.0%	$ 2,851	$ 3,065
Lead Mentor – High School	4.0%	$ 2,851	$ 3,065

SCHEDULE D
WEST BLOOMFIELD SCHOOL DISTRICT GRIEVANCE REPORT

(Number_____)

BUILDING (District)	ASSIGNMENT	AGGRIEVED	DATE
_____	_____	_____	_____

I. GRIEVANCE (TEN [10] DAY INTERIM)

Date of alleged violation: _____

Alleged Violation:
(1) Agreement, Article _____ Date _____
(2) Written Working Rules _____
(3) Disciplinary Action _____

Statement of Grievance:
_____
_____
_____

Relief Sought:
_____
_____
_____

_____ _____
Signature Date

II. PROCESSING OF GRIEVANCE

Step 1: Principal's Level (within ten [10] days after presentation of grievance)

Disposition of Principal: _____
(within ten [10] days of presentation)

_____
_____
_____

_____ _____
Signature Date

Position of Aggrieved:
____ Disposition Acceptable ____ Disposition Unacceptable

_____ _____
Signature Date

Step 2: Superintendent's Level (within ten [10] days of receipt of administrator's decision)

Date Received: _____

Hearing Scheduled for: _____
Date Time

Disposition of Superintendent: (within twelve [12] days after receipt of appeal)

_____
_____
_____

_____ _____
Signature Date

Step 3: Arbitration Level (within twenty [20] days of receipt of decision at Step 2)

Arbitration hearing scheduled for: _____
Date Time

Location: _____
Arbitrator Selected: _____

Final Disposition of Grievance: (within thirty [30] days from close of hearing)

_____
_____
_____

SCHEDULE E
SCHOOL CALENDAR

2025-2026

Monday, August 18, 2025	New Teachers Report/Professional Development
Tuesday, August 19, 2025	New Teacher Professional Development
Wednesday, August 20, 2025	Returning Teachers Report/Building Professional Development and Teacher Choice Professional Development for All Teachers
Thursday, August 21, 2025	District Professional Development for All Teachers
Friday, August 22, 2025	New Teacher Professional Development/Workday for Returning Teachers with Optional Attendance for Returning Teachers
August 25, 2025	First Day of Student Instruction (Full Day)
August 29, 2025	No School, Non Workday for Teachers
September 1, 2025	No School, Non Workday for Teachers
September 10, 2025	Late Start/Teacher Professional Development
September 23, 2025	No School, Non Workday for Teachers
October 2, 2025	No School, Non Workday for Teachers
October 15, 2025	Late Start/Teacher Professional Development
November 4, 2025	No School, Teacher Professional Development
November 12, 2025	Late Start/Teacher Professional Development
November 18, 2025	Evening Parent-Teacher Conferences - Elementary Schools
November 19, 2025	Evening Parent-Teacher Conferences - Middle School
November 20, 2025	Evening Parent-Teacher Conferences - High School
November 21, 2025	A.M. Student Instruction/P.M. Parent-Teacher Conferences (All Schools)
November 26-28, 2025	No School (Thanksgiving Break), Non Workdays for Teachers
December 22, 2025	No School, Asynchronous Teacher Professional Development, No Teacher Attendance
December 23, 2025 - January 2, 2026	No School (Winter Break), Non Workdays for Teachers
January 14, 2026	A.M Student Instruction/P.M. Records Day (High School Only)

January 15-16, 2026	A.M Student Instruction/P.M. Records Day (All Schools); Optional Teacher Attendance for P.M. of Second Half Day
January 19, 2026	No School, Non Workday for Teachers
February 11, 2026	Late Start/Teacher Professional Development
February 16, 2026	No School (Mid-Winter Break), Non Workday for Teachers
March 11, 2026	Late Start/Teacher Professional Development
March 20, 2026	No School, Non Workday for Teachers (tentatively scheduled, confirmation will be provided by February 20)
March 30, 2026 - April 3, 2026	No School (Spring Break), Non Workdays for Teachers
April 15, 2026	Late Start/Teacher Professional Development
May 13, 2026	Late Start/Teacher Professional Development
May 25, 2026	No School, Non Workday for Teachers
June 3, 2026	A.M Student Instruction/P.M. Records Day (High School Only)
June 4, 2026	A.M Student Instruction/P.M. Records Day (All Schools)
June 5, 2026	Last Day for Students, A.M Student Instruction/P.M. Records Day (All Schools)
June 8, 2026	Last Day for Teachers, Records Day, Optional Teacher Attendance

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

- 186 New Teacher Workdays
- 184 Returning Teacher Workdays
- 178 Student Attendance Days

SCHEDULE E
SCHOOL CALENDAR

2026-2027

Monday, August 24, 2026	New Teachers Report/Professional Development
Tuesday, August 25, 2026	New Teacher Professional Development
Wednesday, August 26, 2026	Returning Teachers Report/Building Professional Development and Teacher Choice Professional Development for All Teachers
Thursday, August 27, 2026	District Professional Development for All Teachers
Friday, August 28, 2026	New Teacher Professional Development/Workday for Returning Teachers with Optional Attendance for Returning Teachers
August 31, 2026	First Day of Student Instruction (Full Day)
September 4, 2026	No School, Non Workday for Teachers
September 7, 2026	No School, Non Workday for Teachers
September 9, 2026	Late Start/Teacher Professional Development
September 21, 2026	No School, Non Workday for Teachers
October 14, 2026	Late Start/Teacher Professional Development
November 3, 2026	No School, Teacher Professional Development
November 11, 2026	Late Start/Teacher Professional Development
November 17, 2026	Evening Parent-Teacher Conferences - Elementary Schools
November 18, 2026	Evening Parent-Teacher Conferences - Middle School
November 19, 2026	Evening Parent-Teacher Conferences - High School
November 20, 2026	A.M. Student Instruction/P.M. Parent-Teacher Conferences (All Schools)
November 25-27, 2026	No School (Thanksgiving Break), Non Workdays for Teachers
December 21, 2026	No School, Asynchronous Teacher Professional Development, No Teacher Attendance
December 22, 2026 - January 1, 2027	No School (Winter Break), Non Workdays for Teachers
January 13, 2027	A.M Student Instruction/P.M. Records Day (High School Only)
January 14-15, 2027	A.M Student Instruction/P.M. Records Day (All Schools)

January 18, 2027	No School, Non Workday for Teachers; Optional Teacher Attendance for P.M. of Second Half Day
February 10, 2027	Late Start/Teacher Professional Development
February 15, 2027	No School (Mid-Winter Break), Non Workday for Teachers
March 10, 2027	No School, Non Workday for Teachers (tentatively scheduled, confirmation will be provided by February 10)
March 17, 2027	Late Start/Teacher Professional Development
March 26, 2027	No School, Non Workday for Teachers
March 29, 2027 - April 2, 2027	No School (Spring Break), Non Workdays for Teachers
April 14, 2027	Late Start/Teacher Professional Development
May 12, 2027	Late Start/Teacher Professional Development
May 31, 2027	No School, Non Workday for Teachers
June 9, 2027	A.M Student Instruction/P.M. Records Day (High School Only)
June 10, 2027	A.M Student Instruction/P.M. Records Day (All Schools)
June 11, 2027	Last Day for Students, A.M Student Instruction/P.M. Records Day (All Schools)
June 14, 2027	Last Day for Teachers, Records Day, Optional Teacher Attendance

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

- 186 New Teacher Workdays
- 184 Returning Teacher Workdays
- 178 Student Attendance Days

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

Benefits

The District and the Association agree should MESSA offer new healthcare riders/prescription coverage the Association may select from these options as they become available.

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

Safety Committee

The District and the Association agree to form a District Safety Team to review and/or address the issues below. The committee shall have at least two (2) teachers selected by the WBEA and will meet quarterly starting at the beginning of the 2019-20 school year.

- Reentry plan for students, parents, and teachers
- Communication plan
    - Identify key personnel in each building
    - Resources and strategies to assist with behavioral reoccurrences
- Periodic review of District Code of Conduct and safety protocols and procedures
- Continue staff mental health well being
- Create/continue wellness activities across the District

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

IRIP/Instructional Resources

The District and the Association agree that the Learning Services Department will provide the following instructional resources to help children, parents and teachers. The Learning Services Department will also provide assistance in accessing and using the materials for teachers and parents.

Access to:

- A bank of instructional resources for each building
- Availability of Spring data to assign students equitably
- A common bank of options/goals for developing plans
- Common resources available for parent use

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.

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

Behavior Task Force

The Behavior Task Force will continue to provide teachers with direct input including, but not limited to, working with the District to analyze data from staff and help propose solutions for student behavioral needs to the committee who develops District PD.

The Behavior Task Force shall meet regularly throughout the school year. The Behavior Task Force shall consist of teachers, administrators, and a board member. Behavior Task Force representation will be as follows:

- All Social-Emotional Learning (SEL) Coordinators from each building, excluding Oakland Early College.
- Every building will have at least one (1) member.
- The WBEA will appoint three (3) teachers: one (1) elementary, one (1) middle school, and one (1) high school.
- Up to two (2) Board members.

The Behavior Task Force shall provide two (2) reports yearly, at the end of the first (1st) semester and near the end of the second (2nd) semester. The reports shall inform staff and administration of the work and progress of the Behavior Task Force, including, but not limited to, actions taken, topics discussed, recommendations, and materials provided by the Behavior Task Force, with the goal of advancing better student behavioral outcomes.

The Behavior Task Force will establish meeting dates and operating procedures. The language in this LOU expires August 31, 2027.

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

WBEA PAY-TO-PARTICIPATE SPORTS ROSTER

The District and the Association agree that teachers' child(ren) will not be required to "pay-to-participate" for sports in the District unless it is a self-funded sport.

WBEA staff will not be required to "pay-to-participate" for the following sports:

Fall Sports:
Boys Cross Country
Boys Soccer
Boys Tennis
Football
Girls Cross Country
Girls Golf
Girls Swim & Dive
Pom Pons
Sideline Cheer
Field Hockey
Volleyball

Winter Sports:
Boys Basketball
Boys Swim & Dive
Competitive Cheer
Girls Basketball
Skiing
Wrestling

Spring Sports:
Baseball
Boys Golf
Girls Soccer
Girls Tennis
Softball
Boys Track and Field
Girls Track and Field
Boys Lacrosse
Girls Lacrosse

WBEA staff will be required to "pay-to-participate" for the following sports because they are self-funded:

Equestrian
Figure Skating
Gymnastics
Ice Hockey
Sailing
Snowboarding

Letter of Understanding
Between the
West Bloomfield School District
and the
West Bloomfield Education Association, MEA/NEA

2025-2026 Middle School Student Leadership Stipends

The West Bloomfield School District ("District") and the West Bloomfield Education Association, MEA/NEA ("Association") and collectively the "Parties" agree as follows.

1. For the 2025-2026 school year, the District agrees to allocate one (1) Schedule C Middle School Other Clubs stipend in the amount of Seven Hundred Thirteen Dollars ($713) to the two (2) West Bloomfield Middle School (WBMS) Student Leadership advisor for work outside the regular workday. One (1) stipend is paid per Schedule C assignment. If more than one (1) teacher shares the assignment, the stipend is divided. Additional work hours outside the regular workday will be allocated for the Student Leadership advisors at the current Curriculum Rate of Thirty-Five Dollars ($35) per hour not to exceed Seven Hundred Thirteen Dollars ($713). Hours paid at Curriculum Rate are to be submitted via timesheet to the Human Resources Office at the end of each semester.

2. The WBMS Student Leadership advisor(s) and the WBMS Student Council advisor(s) for 2025-2026 agree to submit a log of major events and work completed beyond the regular workday for these programs. For each event noted, the log shall include a description of the event, the number of student participants, and the number of hours worked. This information will be provided to the Association President and Office of Human Resources no later than May 4th, 2026.

3. Before the conclusion of the 2025-2026 school year, the WBEA President will meet with District representatives, WBMS Administration, and the WBMS Student Leadership advisor(s) to review the WBMS Student Leadership and WBMS Student Council logs and any other relevant information pertaining to these programs. Before the conclusion of the 2025-2026 school year, the Association and District shall agree on WBMS Student Leadership Schedule C compensation for the 2026-2027 school year.

4. This Agreement expires at 11:59 PM on June 12, 2026, unless otherwise agreed in writing by the Parties.

5. This Agreement is not precedent-setting and shall not be used as evidence of a practice or policy.

6. All terms in the Parties' current CBA as well as in other current agreements between the Parties not inconsistent with this Agreement will continue to apply.

7. This Agreement may only be amended in writing, signed by both Parties.

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Elementary Self-Contained Specials

Three representatives of West Bloomfield School District ("District") and three representatives of the West Bloomfield Education Association, MEA/NEA ("Association") and collectively the "Parties" agree to meet at the end of the first quarter of 2025-2026 to review the elementary self-contained specials program.

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Two (2) Hour Late Start

The West Bloomfield School District ("District") and the West Bloomfield Education Association, MEA/NEA ("Association") and collectively the "Parties" agree that the March 11, 2026, two (2) hour late start will be fully dedicated to professional development and will not include Professional Learning Community meeting time.