Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose:	To ratify a successor agreement with the Dexter Education Association (DEA).
Explanation:	The attached tentative agreement with the DEA was ratified by the DEA membership. The agreement is an economic reopener, contains language revisions, and the 2026-2027 calendar. There will be an economic reopener in 2027-2028. Base salaries will increase by 1% for steps 4-13 and 2% for steps 15-29 for 2026-2027. Language revisions address Vacancies, Transfers and Reassignments, Reduction in Personnel, and Protection of Teachers.
Recommendation:	It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Association.

TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER EDUCATION ASSOCIATION/
WASHTENAW COUNTY EDUCATION ASSOCIATION, MEA/NEA

Re: 2026-2027 CBA Financial and Language Revisions

This Tentative Agreement is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the Washtenaw County Education Association/Dexter Education Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

- For 2026-2027, steps will be given plus an on-schedule increase of 1% on Steps 4-13 and 2% on Steps 15-29 (see attached 2026-2027 DEA salary schedule).
- Beginning January 1, 2027, bargaining unit members who voluntarily decline the District's medical/health insurance coverage during the annual open enrollment period shall be eligible to receive a cash-in-lieu payment, subject to the provisions set forth below.

  To be eligible for the cash-in-lieu payment, the employee must: (a) voluntarily waive medical/health insurance coverage provided by the District in writing during the established open enrollment window; and (b) provide documentation satisfactory to the District demonstrating that the employee is covered by other medical/health insurance that meets the minimum value and coverage requirements of the Affordable Care Act (ACA).

  The number of DEA bargaining unit members electing the cash-in-lieu option shall be determined based on completed elections submitted during the annual open enrollment period for the applicable plan year. The applicable cash-in-lieu amount shall remain in effect for the entirety of that plan year.

  The annual cash-in-lieu payment shall be as follows:

Number of DEA Members Electing Cash in Lieu	**Annual Cash-in-Lieu Payment**
Fewer than 80 members	$2,000
80–94 members	$3,000

95–109 members	$4,000
110 or more members	$5,000

The applicable annual amount shall be prorated for partial-year eligibility and paid through the regular payroll process.

Employees electing the cash-in-lieu option shall not be eligible to enroll in the District's medical/health insurance coverage during the plan year except in the event of a qualifying change in status or other circumstance permitted by applicable law and the terms of the District's benefit plan.

- Article VII - VACANCIES, TRANSFERS AND REASSIGNMENTS
  - A. The Board recognizes that it is desirable to consider the interests and aspirations of its teachers in making assignments. Therefore, prior to implementation of any transfer, all affected personnel shall be informed of prospective changes. The Board shall consider subsequent teacher input.
  - B. A vacancy is defined as any newly created bargaining unit position or an unfilled bargaining unit position. Whenever a vacancy occurs the Board of Education shall give notice to the Association President. The Association shall be responsible for simultaneously distributing the vacancy notice to members. A vacancy will be posted seven (7) calendar days after all internal building assignments have occurred. Vacancy notifications will be posted at least seven (7) calendar days before the position is filled. In the case of an emergency, positions may be temporarily filled without posting.
  - C. Certain certification areas require flexibility in scheduling and travel between buildings. Changes in these teacher schedules across buildings may occur from year to year and are not vacancies, but rather reflect adjustments to building schedules.
  - D. The Association recognizes that when vacancies occur during the school year it may be difficult to fill them from within the District without undue disruption to the existing educational program. When vacancies occur during the school year, and the Superintendent in his/her reasonable judgment determines not to fill the vacancy from within the District, the Board will first recall qualified laid-off personnel immediately, in order of seniority, then hire a permanent bargaining unit replacement no later than the beginning of the following school year. Vacancies which occur during the school year as a result of leaves of absence for less than a school year may be filled with temporary substitute personnel.
  - E. Any certified/qualified bargaining unit member may apply for a vacancy. Application shall be made in writing as directed by the job posting. An interview will be granted by the supervising principal to each bargaining unit member who has made written application within the seven (7) calendar day posting period. In

the event an interviewed bargaining unit member is not assigned to the vacancy for which s/he has applied, the bargaining unit member will receive notice before the new hire assumes their role. They may request from the supervising principal and shall be granted a written statement indicating the reasons the assignment was denied. Reasons given shall be based on past evaluations, results of the interview, input from the committee interviewing, and why or why not the candidate meets the expectations and job description of the position or relates to the philosophy and mission of the building. Vacancies may be posted both internally and externally at the same time. External candidates will not be interviewed until all bargaining unit candidates making application within the seven (7) day posting period have been interviewed and it has been determined that no bargaining unit candidate will be assigned to the position.

- F. Transfers and changes in assignments will be made on a voluntary basis whenever possible. If changes in student enrollment require a shift in assignment between buildings, members in the building experiencing the reduction in assignment will be given the first opportunity to fill necessary positions.
    1. Involuntary transfers must occur when the layoff of an Association member would be the result of another Association member refusing a transfer.
    2. Involuntary transfers may occur when the administration determines a situation can only be remedied by invoking an involuntary transfer. In this case a teacher at another building may be required to take an involuntary transfer to resolve the situation.
    3. Factors considered in the case of involuntary transfers will be: teacher certification, last six [6] years of evaluations, District seniority, and relevant recent experience.
    4. Changes in assignment must create the least disruption to the building schedule.

- G. Upon written application and prior approval of the Superintendent or designee, bargaining unit members who have been involuntarily transferred to positions in levels where they have not taught for a period of five (5) years or to positions requiring the exercise of certification acquired more than five (5) years previously and not used within the past five (5) years will be given preferential access to professional development funds necessary to upgrade skills required for successful performance in the position.

- Article VIII - REDUCTION IN PERSONNEL
    - A. In the event of a general reduction in staff resulting in layoffs, the following procedures shall apply:
        1. Employees shall be compared within their applicable certification, endorsement, licensure, or area identified for reduction.

2. Within the certification, endorsement, licensure, or area identified for reduction, the District shall consider the following factors:
   a. Evaluation effectiveness ratings. No employee rated Effective shall be laid off while an employee rated Developing or Needing Support remains within the same certification or area identified for reduction, except where:
      i. program elimination occurs; or
      ii. the employee rated Effective does not possess the required certification, endorsement, licensure, or qualifications for the remaining assignment.
   b. Documented disciplinary record maintained in the employee's personnel file.
   c. Relevant specialized training, excluding professional development or continuing education required by state or federal law, and the demonstrated integration of such training into instruction or professional practice in a meaningful manner.
3. If consideration of the above factors does not result in a clear determination within the certification, endorsement, licensure, or area identified for reduction, employees with the fewest years of service within Dexter Community Schools shall be laid off first, provided there are properly certified, endorsed, licensed, and qualified employees available to perform the necessary duties of the affected position(s).
4. No employee shall be selected for layoff in an arbitrary, capricious, discriminatory, or retaliatory manner.

- B. Certified teachers shall be defined as teachers who hold a valid Michigan certificate.

- C. Length of service or seniority is defined as service in the Dexter School System as a member of the bargaining unit. Leaves of absence, with or without pay and absence due to layoff are not to be considered a break in service, but service time shall continue to accrue during periods of paid leave, or periods of layoff only. The first day worked shall commence accrual of service time.

- D. A seniority list shall be maintained by the District. Teachers shall be ranked in order of seniority. Accompanying the name of each teacher shall be a listing of the teacher's certification endorsement. Said seniority list shall be presented to the Association annually during the month of October for review. Corrections shall be brought to the attention of the administration within three (3) weeks after its presentation to the Association. Ranking of teachers with the same length of service shall be determined by a drawing each year. The Association shall be notified of the date, place and time of the drawing.

- E. Before official action on a reduction of teachers is taken by the Board of Education, it will give notice to the Association of the contemplated reduction and afford the Association opportunity to discuss it with the employer. As soon as the

names of the teachers to be laid off are known, a list of such names shall be given to the Association.

- F. All probationary teachers to be laid off shall be given at least forty-five (45) calendar days written notice, and tenured teachers shall be given at least sixty (60) calendar days written notice.

- G. Teachers on layoff shall be recalled to available positions for which they are certified and qualified on the basis of greatest seniority. Teachers on layoff who acquire additional credentials which expand the scope of their certification and/or qualifications shall have those credentials considered for the purpose of determining their recall to available positions; except such additional certification and/or qualifications may not be utilized to displace any teacher who has not been placed on layoff. Recalls will follow the procedure outlined in Article VII, sections D. and E. No new teacher shall be hired in a position until all laid off teachers certified to perform the position have been given an opportunity to return to active duty in that position.

  H. The Board shall give written notice of recall from layoff by sending a certified letter, return receipt requested, signed by addressee, to said teacher at his/her last known address. The teacher shall notify the Board of acceptance or rejection of recall within fifteen (15) calendar days of the receipt of the written notice.

  It shall be the responsibility of each teacher to notify the Board of any changes of address. The teacher's address as it appears in the Board records shall be conclusive in connection with layoff, recall or other notice to the teacher.

- I. A laid-off teacher shall retain his/her right to recall for at least two (2) years. During this time a teacher shall forfeit his/her right to recall unless s/he shall annually provide to the Board during the month of June a written notification of his/her continued interest in the teaching position. The teacher shall forfeit continuing rights to recall if s/he does not accept recall to a comparable position when offered. This language is subject to allowable extensions of recall to be stipulated by State law or the Tenure Commission. A teacher who refuses recall and who is granted extension rights by the State Board or Tenure Commission shall not accrue seniority in the bargaining unit during the period of time for which recall is refused.

- J. If a vacancy occurs during the school year and a laid off teacher is qualified for the position, the District is not required to post the vacancy for application by currently assigned personnel. Vacancies occurring during the summer months shall be posted and open for application by currently assigned personnel in accordance with Article VII, Section B.

- K. Laid-off teachers, during the time they are subject to recall, shall be allowed to maintain at their expense the group insurance benefits consistent with COBRA regulations which are being provided to Dexter teachers, within the limitations of

the insurance carrier. If direct payment is not possible, premiums shall be paid one (1) month in advance to the Dexter Schools.

- Article XIII - PROTECTION OF TEACHERS
  - F. Standards for Employee Discipline

    No employee shall be disciplined, reprimanded, reduced in compensation, suspended, or discharged in an arbitrary, capricious, discriminatory, or retaliatory manner. All disciplinary actions shall be supported by appropriate documentation and administered in an equitable manner.

  - G. Progressive Discipline

    The parties acknowledge that progressive discipline is intended to be corrective in nature and that not every situation requires each step to be followed in sequence. Whenever appropriate, concerns shall first be addressed through communication, guidance, coaching, or other informal administrative interventions.

    Depending upon the circumstances, progressive discipline may include:

    - First warning
    - Second warning
    - Written reprimand entered into the teacher's personnel file
    - Suspension without pay
    - Recommendation for discharge or termination

    Note - It shall be the responsibility of the District to formally deliver and document the first and second warnings. Documentation of the first and second warning shall not be placed in the employee's personnel file.

    The specific level of discipline imposed shall be determined by the District based upon:

    - the severity of the conduct or performance concern,
    - the employee's prior record,
    - the effect on students, staff, or District operations,
    - whether prior corrective efforts have been successful, and
    - any relevant surrounding circumstances.

    The District reserves the right to bypass progressive disciplinary steps where the seriousness of the conduct warrants more significant discipline.

    The disciplinary process shall be conducted in a professional and confidential manner whenever practical.

    1. Instructional Leadership and Non-Disciplinary Interventions

The parties acknowledge that not all supervisory interactions constitute discipline.

Informal counseling, coaching, classroom observations, directives, reminders, discussions regarding expectations, or other administrative efforts intended to improve performance shall not constitute discipline nor be subject to grievance, arbitration, or any disciplinary procedural requirements.

Administrators are encouraged to identify concerns in a timely manner and provide reasonable guidance and support for correction when appropriate.

2. Representation

A teacher shall be entitled to Association representation during any meeting that either party reasonably believes may result in or lead to disciplinary action, consistent with applicable law.

3. Written Reprimands

A teacher shall receive a copy of any disciplinary document placed in their personnel file and shall have the right to submit a written response, which shall be attached to the document.

4. Investigations and Administrative Leave

The District may place an employee on paid, non-disciplinary administrative leave pending investigation when the District determines such action is necessary due to student safety, employee safety, operational concerns, or allegations of serious misconduct. Employees shall have the right to respond to allegations and to union representation during investigatory meetings. Employees are expected to cooperate in administrative investigations.

5. Petition for exclusion of written reprimands

Staff may petition the Superintendent to exclude written reprimands that are more than three (3) years old from consideration in decisions related to the reduction of personnel, provided no similar misconduct has occurred during that period.

Staff may petition the Superintendent to exclude written reprimands from consideration for purposes of progressive

discipline if the reprimand is more than three (3) years old and no similar misconduct has occurred during that time. Written reprimands shall remain in the employee's personnel file. The petition and the Superintendent's decision shall also be included in the personnel file.

- H. Any written complaints directed toward a teacher shall be provided to the teacher as part of any investigation that may result in teacher discipline.

- I. Disciplinary action against a teacher resulting from complaints from students, parents or citizens shall be taken only if such complaints are in writing, and then only if the complaints have been investigated with due process and are deemed just. Disciplinary action shall not be taken on the basis of oral complaints. No record of any complaint ultimately found to be conclusively invalid shall be placed in the employee's personnel file.

- J. Each teacher shall have the right, upon request, to review the contents of his/her own personnel file.. A representative of the Association may, at the request of the teacher, accompany the teacher in this review. Each teacher's official personnel file, located in the central administrative office, shall contain the following minimum items of information:

  - All teacher evaluation reports.
  - Copies of annual contracts.
  - Teaching certificate or photo copies thereof.
  - Transcript of academic records.

  No materials relating to the teacher's performance shall be placed in the teacher's file without notifying the teacher in writing, providing the teacher with a copy, and allowing the teacher the opportunity to file a response thereto. Said response shall become a part of said file, subject to the restrictions contained in MCLA 423,505 (Section 5 of the Bullard-Plawecki Employee Right to Know Act, Michigan Public Act 397 of 1978). After a period of a calendar year, a teacher shall have the right to request a review by the Superintendent of such items and the material may be removed and destroyed.

  Administrators shall be encouraged and teachers shall have the right to include in the teacher's file materials of a complimentary nature.

- K. Teachers shall be expected to exercise care with respect to the safety of pupils and property, but shall not be individually liable for any damage or loss to person or property, except to the extent determined by a court of competent jurisdiction. This provision is not intended to relieve the teacher of responsibility for inventory, care and control of school supplies and equipment issued to the teacher.

DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION

By:_____

Its:_____

By:_____

Its:_____

WASHTENAW EDUCATION ASSOCIATION/DEXTER EDUCATION ASSOCIATION, MEA/NEA

By:_____

Its:_____

By:_____

Its:_____

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2026-2027 Draft D

Dexter Community Schools

August/September

S	M	T	W	T	F	S	
23	24	25	26	27	28	29	0
30				3	4	5	2
6	7		9	10	11	12	4
13	14	15	16	17	18	19	5
20	21	22	23	24	25	26	5
27	28	29	30				3

October

S	M	T	W	T	F	S	
				1	2	3	2
4	5	6	7	8	9	10	5
11		13	14	15	16	17	5
18	19	20	21	22	23	24	5
25	26	27	28	29	30	31	5

November

S	M	T	W	T	F	S	
1	2	3	4	5	6	7	5
8	9	10	11			14	5
15	16	17	18	19	20	21	5
22	23	24	25	26	27	28	2
29	30						1

December

S	M	T	W	T	F	S	
		1	2	3	4	5	4
6	7	8	9	10		12	5
13	14	15	16	17	18	19	5
20	21	22	23	24	25	26	0
27	28	29	30	31			0

January

S	M	T	W	T	F	S	
					1	2	0
3	4	5	6	7	8	9	5
10	11	12	13	14	15	16	5
17	18	19	20	21	22	23	4
24	25	26	27			30	5
31							0

Semstr	Days
1	92
2	88
Total	180

PD (Full Days):	7
PD (Partial Days):	0
Paid Teacher Days (not PD):	3
Total Teacher Days	**182**

The 7 DPPD days must as instructional days - we must attend DPPD to count them as part of our 180 days.

August/September	PD hours
Aug 31 - Opening Day/Staff Mtgs	
Sep. 1 - Full Day DPPD	5
Sep. 2 - Full Day DPPD	5
Sep. 7 - Labor Day	
Sep. 8 - AM classes only; PM in district	
October	
Oct. 12 - Full Day DPPD	5
November	
Nov. 1 - Fall conference window begins	
Nov. 12 - AM classes /PM conferences	
Nov. 13 - AM classes only	
Nov. 25-27 - Thanksgiving Break	
December	
Dec. 11 - Full Day DPPD	5
Dec. 19-31 - Winter Break	
January	
Jan. 1-3 - Winter Break	
Jan. 18 - MLK Jr. Day	
Jan. 28 - AM Classes; PM in district	
Jan. 29 - AM classes (S1 ends), PM Records Day	
February	
Feb. 12 - Full Day DPPD	5
Feb. 15 - President's Day	
March	
Mar. 8 - Full Day DPPD	5
Mar. 27-31 - Spring Break	
April	
Apr. 1-4 - Spring Break	
Apr. 16 - Full Day DPPD	5
May	
May 31 - Memorial Day	
June	
June 11 - AM Classes (S2 ends), PM Records Day	
June 14 - Optional Teacher Checkout	
Total PD hours	**35**

February

S	M	T	W	T	F	S	
		2	3	4	5	6	5
7	8	9	10	11		13	5
14	15	16	17	18	19	20	4
21	22	23	24	25	26	27	5
28							0

March

S	M	T	W	T	F	S	
	1	2	3	4	5	6	5
7		9	10	11	12	13	5
14	15	16	17	18	19	20	5
21	22	23	24	25	26	27	5
28	29	30	31				0

April

S	M	T	W	T	F	S	
				1	2	3	0
4	5	6	7	8	9	10	5
11	12	13	14	15		17	5
18	19	20	21	22	23	24	5
25	26	27	28	29	30		5

May

S	M	T	W	T	F	S	
						1	0
2	3	4	5	6	7	8	5
9	10	11	12	13	14	15	5
16	17	18	19	20	21	22	5
23	24	25	26	27	28	29	5
30	31						0

June

S	M	T	W	T	F	S	
		1	2	3	4	5	4
6	7	8	9	10		12	5
13		15	16	17	18	19	0
20	21	22	23	24	25	26	0
27	28	29	30				0

Calendar Details

DPPD days (7 instructional days)
- 1 hour — District/Building work (MTSS)
- 5 hours — (DPPD)
- ~50 min — Lunch

Opening Day
- Welcome back - district
- DEA general membership meeting
- Building staff meeting
- Work in classrooms/ staff collaboration

Conferences (can begin Nov. 1st)
- Nov 12 - long day, evening conferences
- Nov 13 - work in or out of district in PM

PM Records Day (end of S1 and S2)
- work in or out of district in PM

Non-school Days

Half day PD

Full day PD

	A	B	C	D	E	F	G	H	I
1				DEA Salary Schedule					
2				2026-27	1.00% Steps 4-13				
3					2.00% Steps 15-29				
4									
5	**2026-27**	**BA**	**BA+10**	**BA+20**	**MA**	**MA+10**	**MA+20**	**+30/SPEC**	**PHD/DR**
6	**1**	-	-	-	-	-	-	-	-
7	**2**	-	-	-	-	-	-	-	-
8	**3**	-	-	-	-	-	-	-	-
9	**4**	49,887	50,313	50,971	54,976	56,561	58,061	60,027	63,672
10	**5**	50,443	50,882	51,558	55,678	57,307	58,849	60,871	64,621
11	**6**	-	-	-	-	-	-	-	-
12	**7**	54,729	55,204	55,939	60,410	62,177	63,851	66,047	70,111
13	**8**	57,745	58,247	59,020	63,738	65,602	67,369	69,685	73,973
14	**9**	-	-	-	-	-	-	-	-
15	**10**	64,283	64,842	65,704	70,955	73,030	74,999	77,575	82,353
16	**11**	67,825	68,413	69,323	74,865	77,054	79,130	81,849	86,891
17	**12**	71,561	72,185	73,142	78,991	81,302	83,492	86,361	91,681
18	**13**	75,505	76,162	77,176	83,343	85,781	88,092	91,119	96,735
19	**14**	-	-	-	-	-	-	-	-
20	**15**	77,257	77,929	78,966	85,278	87,772	90,136	93,234	98,978
21	**16**	77,382	78,056	79,092	85,416	87,916	90,283	93,387	99,139
22	**17**	-	-	-	-	-	-	-	-
23	**18**	77,634	78,308	79,349	85,693	88,200	90,574	93,689	99,460
24	**19**	77,855	78,533	79,575	85,938	88,452	90,835	93,957	99,745
25	**20**	-	-	-	-	-	-	-	-
26	**21**	78,301	78,982	80,031	86,430	88,959	91,356	94,496	100,317
27	**22**	78,525	79,207	80,262	86,679	89,212	91,616	94,766	100,603
28	**23**	-	-	-	-	-	-	-	-
29	**24**	79,189	79,878	80,940	87,411	89,968	92,392	95,568	101,452
30	**25**	79,630	80,323	81,390	87,897	90,468	92,906	96,099	102,019
31	**26**	-	-	-	-	-	-	-	-
32	**27**	80,520	81,221	82,300	88,881	91,481	93,944	97,174	103,160
33	**28**	-	-	-	-	-	-	-	-
34	**29**	82,749	83,458	84,553	91,230	93,868	96,369	99,645	105,717